rec Dec 15, 89 all S1765-2

Women in the FLORIDA LABOR FORCE

A Labor Market Information Publication
by The Florida Department of Labor and Employment Security
Division of Employment Security

WOMEN IN THE FLORIDA LABOR FORCE

Released by:

Florida Department of Labor and
Employment Security
Division of Employment Security
Office of Research and Analysis
John S. O'Hara, Director

Affiliated with the Employment and Training Administration,
U. S. Department of Labor

April 1979

PREFACE

The most significant development in the American labor force over the past three decades has been the phenomenal rise in women's labor force participation, brought on by changing socio-economic patterns, rising inflation and stronger anti-sex discrimination measures.

This report will attempt to bring together national, state, and to the extent possible, local statistical data in order to provide a better understanding of the expanding role women play in the Florida labor market. Due to the paucity of information available at the state and substate level, national data and special studies have been utilized when appropriate.

Requests for copies or questions concerning the data presented in this report should be directed to:

Nick Leslie, Statistician
Department of Labor and Employment Security
Office of Research and Analysis
Caldwell Building
Tallahassee, Florida 32301
904/488-5004

TABLE OF CONTENTS

	Page
Preface	i
List of Tables	iii
List of Figures	v
Population Trends and Characteristics	1
Nationwide Trends in Female Labor Force Participation Rates	4
Labor Force Participation in Florida	9
Employment by Industry	11
Employment by Occupation	16
Unemployment: National Trends	20
Unemployment in Florida	26
The Earnings Gap	36
Education	41
Long-Term Outlook	45

LIST OF TABLES

Table		Page
1	Comparison of Population Growth: Florida and the Nation	1
2	Estimates of the Resident Population of Florida by Age, Race and Sex - July 1, 1977	3
3	United States, Labor Force Participation Rate of Women by Age, Annual Average, 1950-1976	4
4	Labor Force and Labor Force Participation Rates by Sex, 1950-1990 (Projected), United States and Florida	9
5	Florida, Labor Force Status of the Civilian Noninstitutional Population 16 Years and Over by Sex, Age, Race and Hispanic Origin, 1977 Annual Averages	10
6	Industrial Composition of Nonagricultural Establishment Employment in Florida and the Nation: 1977 Annual Averages	11
7	Florida, Total Employment by Major Industrial Division and Percent Female, 1950-1970	12
8	Florida, Industry of Employed Persons by Sex and Percent Female, 1970	14
9	Occupational Distribution of Employment by Sex, United States and Florida, 1977 Annual Averages	16
10	Florida, Total Employment by Major Occupational Group and Percent Female, 1950-1970	19
11	United States, Unemployment Rates by Sex, Annual Average 1977	20
12	United States, Percent Distribution of Unemployed Persons 16 Years and Over, by Reason for Unemployment, Annual Average 1977	21
13	Unemployment Rates by Sex and Marital Status, Annual Averages, 1957-1977	22
14	Florida, Unemployment by Race and Sex, Annual Averages, 1974-1977	26
15	Characteristics of the Active File	27
16	Florida State Employment Service, Occupational Distribution of Active Applicants, by Sex, October 1976-September 1977	30

Table		Page
17	Distribution of Claimants by Sex and Race Groups, 1977 Annual Average (Vertical Percentage)	32
18	Distribution of Claimants by Sex and Race Groups, 1977 Annual Average (Horizontal Percentage)	34
19	State of Florida, Median Earnings of the Experienced Civilian Labor Force in 1969 by Occupational Groups	37
20	Florida, Median Earnings in 1969 by Sex and Major Industry Division	39
21	Florida State Employment Service Applicants Placed by Wage Rate, October 1976-September 1977	40
22	United States, Employment Status of Women by Educational Attainment	41
23	Florida, Enrollments in Vocational Programs by Program Area and Sex, July 1, 1976-June 30, 1977	42
24	Academic Degrees Awarded by Colleges in the State University System of Florida, July 1976-June 1977	44
25	Florida, Percent Distribution by Major Industry Group, 1974-1985	45
26	Florida, Change in Employment by Major Industry Division, 1974-1985	46
27	Florida, Change in Employment by Major Occupational Group, 1974-1985	47
28	Twenty Occupations Projected to Have the Greatest Number of Job Openings in Florida: 1974-1985	48

LIST OF FIGURES

Figure		Page
1	United States Fertility Rate: 1950-1974	5
2	United States Divorce Rate: 1955-1974	5
3	Labor Force Participation Rates of Mothers and All Women, Selected Years, 1950-1976	6
4	U.S. Labor Force Participation Rate by Sex and Age, 1977 Annual Average	8
5	United States, Unemployment Rates of Persons 16 Years and Over, by Sex, Annual Averages, 1950-1977	23
6	United States, Unemployment Rates of Persons 16 Years and Over, by Race and Sex, Annual Averages, 1950-1977	25

POPULATION TRENDS AND CHARACTERISTICS

According to official estimates[1], the population of Florida in 1977 was 8,717,334 persons, making it the eighth-largest state in the nation in terms of population. Florida experienced a population growth rate of nearly eight percent a year from 1950 to 1977, almost four times that of the nation. Although the rapid population growth which occurred between 1950 and 1960 has slowed somewhat, the growth rate for the state was still over four times that of the nation during the 1970-to-1977 period.

TABLE 1: Comparison of Population Growth: Florida and the Nation

	Florida	Nation
1950 Population	2,771,305	151,325,798
1960 Population	4,951,560	179,323,175
1970 Population	6,789,443	203,211,926
1977 Midyear Population Estimate	8,717,334	216,332,000
Percent Change 1950-1960	78.7	18.5
Percent Change 1960-1970	37.1	13.3
Est. Percent Change 1970-1977	28.4	6.5

SOURCES: U.S. Census of Population: 1950, 1960 and 1970; Florida Statistical Abstract 1977, Bureau of Economic and Business Research, University of Florida; Current Population Reports, Series P-25, Number 708, August 1977.

Most of the growth has been the result of migration into the state, as opposed to a "natural increase", which is the number of births minus the number of deaths. For example, from 1970 to 1976, 90.67 percent of the population increase was the result of migration while only 9.33 percent was the result of natural increase.[2] The large number of retirees who settle in the Sunshine State each year has produced some significant changes in the composition of the Florida population. From 1960 to 1970, the median age rose from 31.1 to 32.4; the percentage of nonwhites declined from 17.9 percent to 15.6 percent over the same period.

[1]Source: Bureau of Economic and Business Research, University of Florida

[2]Ibid.

In 1977, blacks and other races made up 13.9 percent of the state's population, only slightly higher than the 13.4 percent national figure. 1970 Census figures indicate that the vast majority of the nonwhite population in Florida are blacks, with American Indians comprising less than one percent of all nonwhites, and orientals less than two percent. In 1970, 6.7 percent of the state's population was Spanish-speaking, with nearly eight out of ten living in either Dade or Hillsborough County.

The female share of the Florida population has been steadily rising over the past 17 years, from 50.8 percent in 1960 to 51.8 percent in 1970 to 52.3 percent in 1977; for the nation as a whole, the figure was 51.4 percent in 1977. The primary reason for the difference is that Florida's population had a larger percentage of persons aged 55 years and older than did the United States (28.4 versus 20.3) and 56.0 percent of the Florida residents in this age group were female. Females comprised 52.2 percent of the white population and 53.1 percent of the nonwhite population.

TABLE 2: Estimates of the Resident Population of Florida By Age, Race, and Sex--July 1, 1977

Age	Total		White		Nonwhite	
	Both Sexes	Female	Both Sexes	Female	Both Sexes	Female
All Ages	8,717,334	4,558,494	7,524,569	3,926,102	1,192,765	632,392
Under 5 Years	556,521	271,934	420,828	204,608	135,693	67,326
-5 to -9 Years	623,791	305,701	495,650	241,443	128,141	64,258
10 to 14 Years	691,331	339,237	559,503	272,815	131,828	66,422
15 to 19 Years	752,248	369,670	608,397	297,503	143,851	72,167
20 to 24 Years	687,654	348,168	578,175	289,428	109,479	58,740
25 to 29 Years	576,220	300,305	490,036	253,616	86,184	46,689
30 to 34 Years	516,662	269,626	448,805	231,909	67,857	37,717
35 to 39 Years	449,567	233,534	389,259	199,883	60,308	33,651
40 to 44 Years	438,778	229,682	381,750	198,059	57,028	31,623
45 to 49 Years	462,018	242,468	409,820	213,287	52,198	29,181
50 to 54 Years	483,143	260,350	434,720	233,647	48,423	26,703
55 to 59 Years	479,039	264,690	434,894	240,106	44,145	24,584
60 to 64 Years	492,213	280,678	454,539	259,564	37,674	21,114
65 to 69 Years	517,470	288,425	483,753	269,571	33,717	18,854
70 to 74 Years	445,846	242,093	420,616	227,553	25,230	14,540
75 to 79 Years	292,157	162,662	276,526	153,437	15,631	9,225
80 to 84 Years	157,663	90,784	149,488	85,724	8,175	5,060
85 Years and Over	95,013	58,487	87,810	53,949	7,203	4,538

Source: Bureau of Economic and Business Research, University of Florida

NATIONWIDE TRENDS IN FEMALE LABOR FORCE PARTICIPATION RATES

One of the most phenomenal occurrences in the post-World War II American labor market has been the dramatic rise in labor force participation rates for women. The labor force participation rate is the percentage of the population 16 years of age and older who are in the labor force, i.e., either employed or unemployed (civilian labor force figures simply exclude those persons serving in the armed forces).

From 1950 to 1976, the labor force participation rate for women rose from 33.9 to 47.3 percent, while the rate for men dropped from 86.4 to 77.5 percent over the same period. The female share of the total labor force has risen accordingly, from 29.6 percent in 1950 to 40.5 percent in 1976.

TABLE 3

UNITED STATES
LABOR FORCE PARTICIPATION RATE OF WOMEN BY AGE,
ANNUAL AVERAGES, 1950-1976

Age	Percent of population in labor force			
	1950	1960	1970	1976
Total, 16 years and over	33.9	37.7	43.3	47.3
16-17	30.1	29.1	34.9	40.7
18-19	51.3	50.9	53.6	59.0
20-24	46.0	46.1	57.7	65.0
25-34	34.0	36.0	45.0	57.1
35-44	39.1	43.4	51.1	57.8
45-54	37.9	49.8	54.4	55.0
55-64	27.0	37.2	43.0	41.1
65 and over	9.0	10.8	9.7	8.2

Source: U.S. Working Women: A Databook, U.S. Department of Labor, Bureau of Labor Statistics, 1977

As the table above indicates, labor force participation rates for females rose in all of the age cohorts except one, the 65 and over segment. However, the greatest increase in participation rates occurred in the 20-44 age group, generally considered to be the childbearing and childrearing ages. There are a number of factors which have contributed to this remarkable increase:

- declining infant mortality rates and fertility rates, resulting in smaller families and fewer years of childbearing and childrearing;

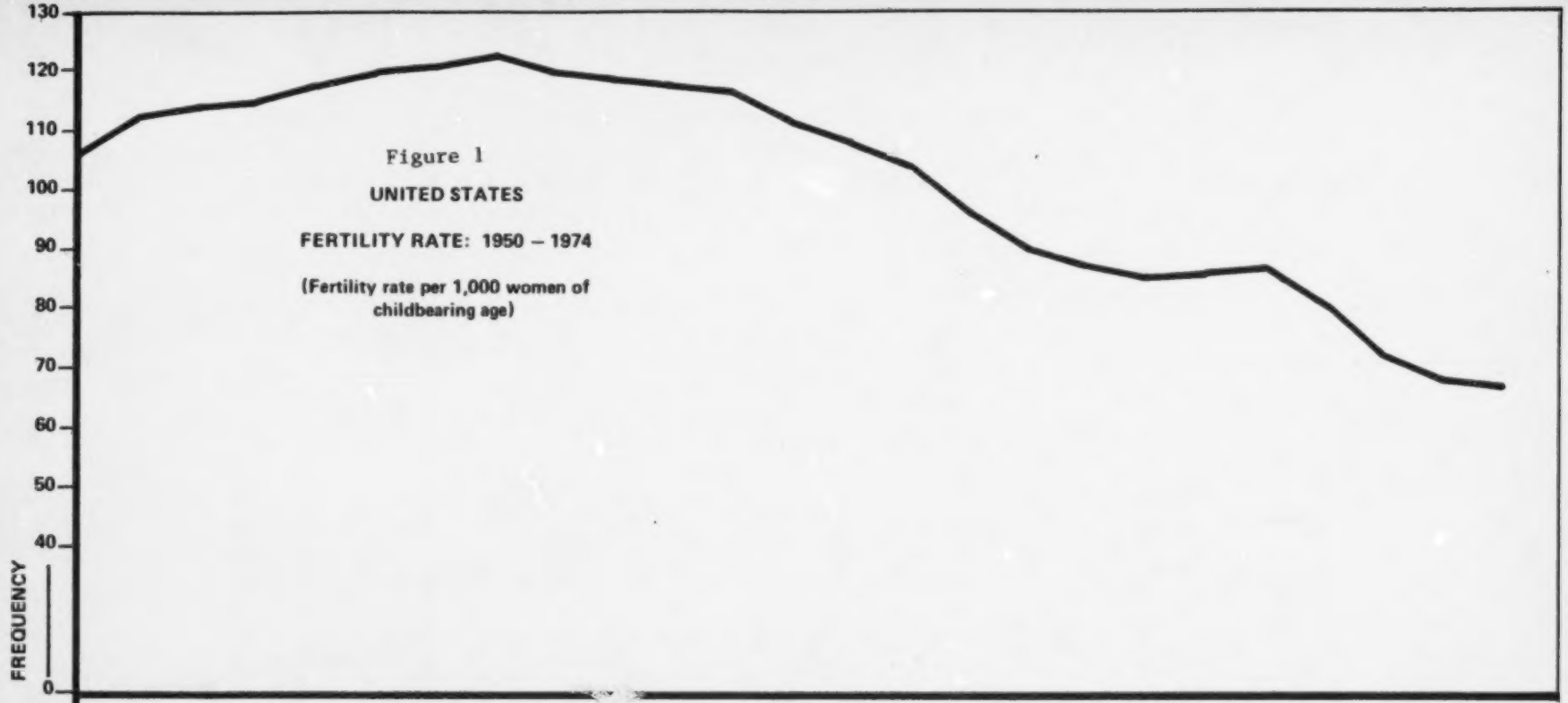


Figure 1

UNITED STATES

FERTILITY RATE: 1950 – 1974

(Fertility rate per 1,000 women of childbearing age)

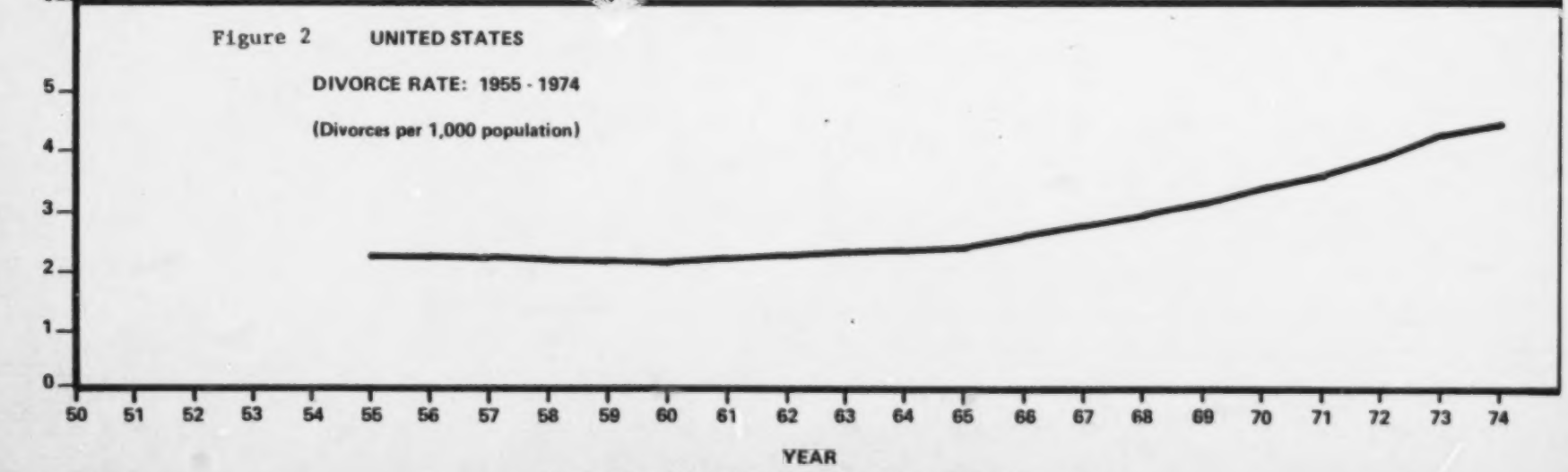


Figure 2 UNITED STATES

DIVORCE RATE: 1955 - 1974

(Divorces per 1,000 population)

Source: Social Indicators 1976, U.S. Department of Commerce

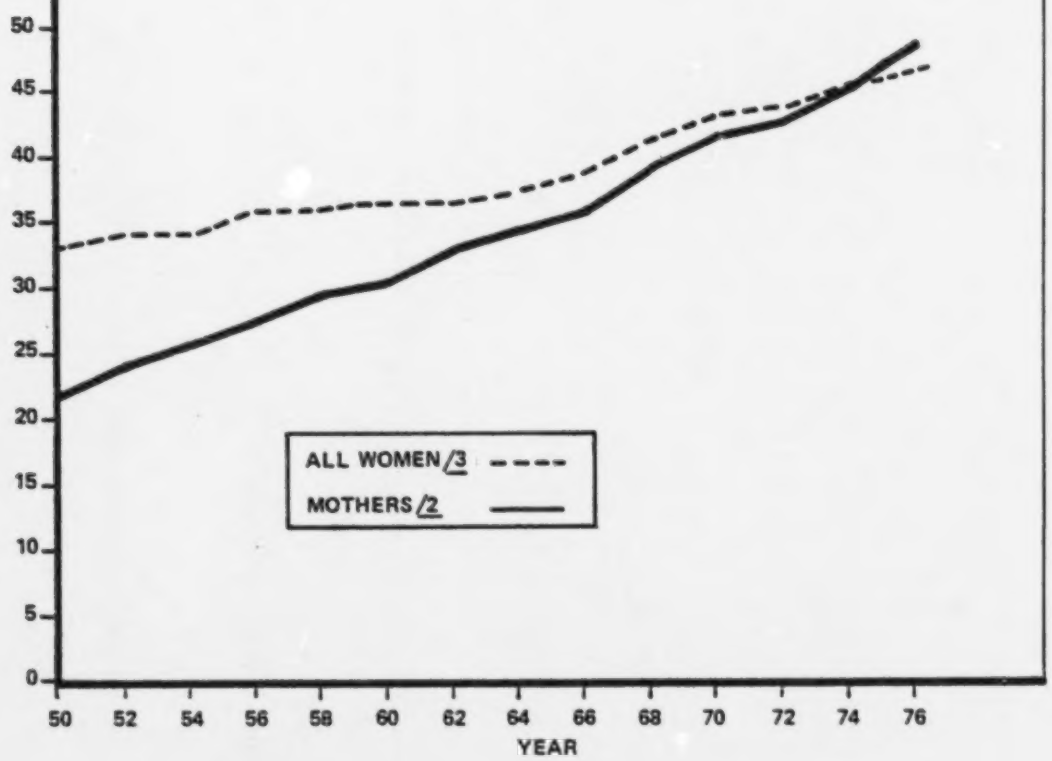
Figure 3

UNITED STATES

LABOR FORCE PARTICIPATION RATES

OF MOTHERS AND ALL WOMEN, /1

SELECTED YEARS, 1950 – 1976



/1 Includes Women 16 years of age and over for 1968–1976 and 14 years and over prior to 1968.

/2 Data are for March except 1946 – 1954, which are for April.

/3 Annual averages.

Source: Working Mothers and Their Children, 1977, U.S. Department of Labor

- a steadily rising divorce rate; divorced women and female family heads traditionally have experienced much higher labor force participation rates;

- young people are remaining single longer and postponing pregnancy longer than in earlier years;

- changing attitudes of society toward women having careers, combined with anti-sex discrimination legislation and affirmative action programs in more recent years;

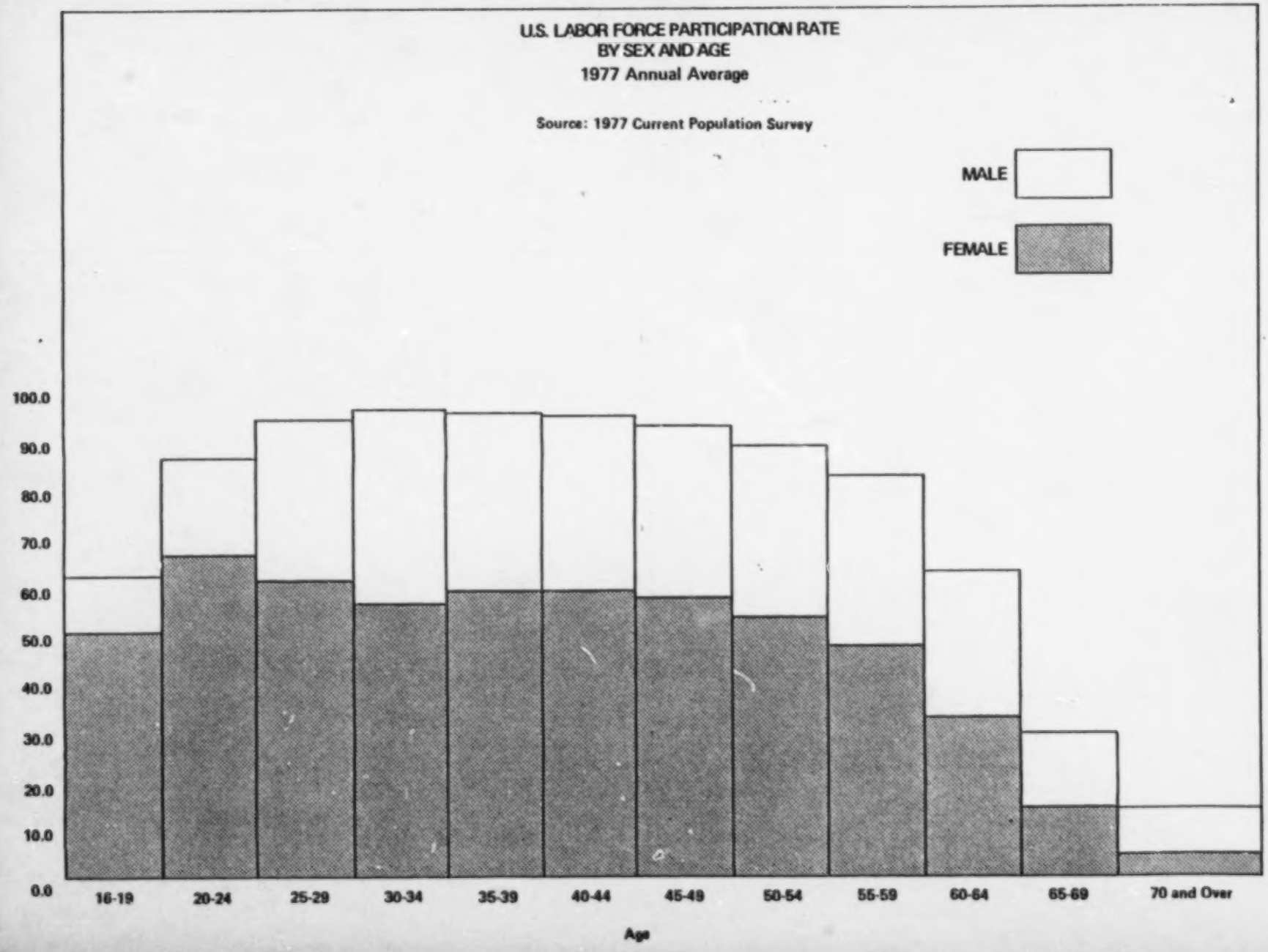
- many more wives have been forced to go to work in order to meet rising household expenses brought on by inflation. 1976 figures indicate that 3 out of 5 husband-wife families had two or more earners;

- growth in recent years in the number of white-collar jobs and jobs in service-producing industries that are traditionally filled by women;

- better Social Security benefits and improved pension plans have resulted in some men retiring at earlier ages than in past years, creating additional job opportunities for women and may partly explain why the participation rate for men has declined over the past three decades.

United States Department of Labor forecasts project a continued rise in the female labor force participation rate and a continued decline in the male participation rate, although the rate of increase/decrease is expected to decline for both sexes.

Figure 4


U.S. LABOR FORCE PARTICIPATION RATE
BY SEX AND AGE
1977 Annual Average
Source: 1977 Current Population Survey
MALE
FEMALE
100.0
90.0
80.0
70.0
60.0
50.0
40.0
30.0
20.0
10.0
0.0
16-19
20-24
25-29
30-34
35-39
40-44
45-49
50-54
55-59
60-64
65-69
70 and Over
Age

LABOR FORCE PARTICIPATION IN FLORIDA

As Table 4 indicates, labor force participation rates in Florida from 1950 to 1970 followed the national trends very closely, but the rates themselves were considerably lower than their national counterparts. The main reason for this difference is the higher percentage of persons 55 years of age or older in Florida; labor force participation rates drop sharply after age 50. However, the female share of the total labor force is slightly higher in Florida.

TABLE 4

LABOR FORCE AND LABOR FORCE PARTICIPATION RATES BY SEX
1950 - 1990 (PROJECTED)
UNITED STATES AND FLORIDA
(In thousands)

	1950	1960	1970	1980	1990
UNITED STATES					
Total Labor Force	62,208	69,628	82,715	101,673	113,839
Male Labor Force	43,819	46,388	51,195	60,000	65,220
Male Participation Rate	86.4	83.3	79.7	77.8	77.3
Female Labor Force	18,389	23,240	31,520	41,673	48,619
Female Participation Rate	33.9	37.7	43.3	48.4	51.4
Female Percentage of Total Labor Force	29.6	33.4	38.1	41.0	42.7
FLORIDA					
Total Labor Force	1,085	1,871	2,621	NA	NA
Male Labor Force	752	1,240	1,609	"	"
Male Participation Rate	77.7	75.0	69.5	"	"
Female Labor Force	333	631	1,012	"	"
Female Participation Rate	32.4	36.0	39.1	"	"
Female Percentage of Total Labor Force	30.7	33.8	38.7	"	"

Source: U.S. Census of Population 1950, 1960 and 1970; Projections taken from U.S. Working Women: A Databook (U.S. Department of Labor, Bureau of Labor Statistics, 1977)

In 1977, 55.3 percent of the civilian noninstitutional adult population of Florida participated in the labor force. The civilian labor force participation rate, as this percentage is called, for males was 68.8 and 43.7 percent for females. Nonwhites posted a higher participation rate than whites (65.4 versus 53.5 percent); the Hispanic segment of the population (which includes both whites and nonwhites) experienced a rate only slightly lower than nonwhites.

Among all three ethnic groups, females were less likely to participate in the labor force than males, but there was a considerable difference in rates: white females, 41.4 percent; nonwhite females, 56.2 percent: Hispanic females, 48.3 percent. Among teenagers of both sexes, whites posted a considerably higher participation rate than nonwhites.

TABLE 5

FLORIDA
LABOR FORCE STATUS OF THE CIVILIAN NONINSTITUTIONAL POPULATION 16 YEARS AND OVER BY SEX, AGE, RACE, AND HISPANIC ORIGIN, 1977 ANNUAL AVERAGES
(Numbers in Thousands)

Population Group	Civilian Noninstitutional Population	Civilian Labor Force		Employment	Unemployment	
		Number	Percent of Population		Number	Rate
Total	6,364	3,520	55.3	3,230	289	8.2
Males	2,939	2,023	68.8	1,877	146	7.2
Females	3,425	1,497	43.7	1,353	144	9.6
Males, 20 years and over	2,668	1,857	69.6	1,740	117	6.3
Females, 20 years and over	3,123	1,351	43.3	1,245	106	7.8
Both sexes, 16-19 years	573	312	54.5	244	67	21.5
White	5,385	2,880	53.5	2,674	206	7.2
Males	2,497	1,685	67.5	1,578	107	6.4
Females	2,889	1,195	41.4	1,096	99	8.3
Males, 20 years and over	2,288	1,546	67.6	1,460	86	5.6
Females, 20 years and over	2,665	1,080	40.5	1,004	75	6.9
Both sexes, 16-19 years	433	254	58.7	210	44	17.3
Black and other	979	640	65.4	557	83	13.0
Males	442	338	76.5	299	39	11.4
Females	537	302	56.2	257	44	14.7
Males, 20 years and over	380	312	82.1	281	31	9.9
Females, 20 years and over	459	271	59.0	241	29	10.7
Both sexes, 16-19 years	140	57	40.7	34	23	40.4
Hispanic	495	317	64.0	287	30	9.4
Males	234	191	81.6	174	17	9.0
Females	261	126	48.3	113	13	10.2
Males, 20 years and over	209	175	83.7	162	13	7.4
Females, 20 years and over	236	113	47.9	103	10	8.9

NOTE: Individual items may not add to totals because of rounding.

Source: 1977 CPS Annual Average Estimates

EMPLOYMENT BY INDUSTRY

The Florida economy is characterized by two highly seasonal industries, agriculture and tourism. In addition, the state's popularity as a retirement mecca has resulted in a dynamic construction industry and a burgeoning service industry. However, the industrial composition of Florida's nonagricultural wage and salary employment by major industry division resembles that of the nation as a whole with one glaring exception--manufacturing. Employment in this industry comprises 23.8 percent of the nation's nonfarm jobs but makes up only 13.0 percent of the nonagricultural employment in Florida. The result is that the percent distribution figure for each of the other major industry divisions is slightly higher than its national counterpart, except for mining, which comprises one percent of all nonfarm jobs in the United States but only three-tenths of one percent of the Florida jobs. The table below shows how the 2,873,200 nonfarm wage and salary jobs in Florida were distributed in 1977, and how this compares to the United States.

TABLE 6

INDUSTRIAL COMPOSITION OF NONAGRICULTURAL ESTABLISHMENT EMPLOYMENT IN FLORIDA AND THE NATION: 1977 ANNUAL AVERAGES

Industry	Florida	Nation
Trade	26.2%	22.3%
Services and Miscellaneous	21.8	18.7
Government	19.3	18.5
Manufacturing	13.0	23.8
Finance, Insurance and Real Estate	6.9	5.5
Transportation, Communication and Public Utilities	6.4	5.6
Contract Construction	6.0	4.7
Mining	0.3	1.0

Source: Office of Research and Analysis, Division of Employment Security

In addition to nonfarm wage and salary employment, there are two other segments of Florida's total employment: 1) "all other nonagricultural employment", which includes the self-employed, unpaid family workers, and domestic workers in private households, and 2) agricultural employment. Employment in the "all other nonagricultural" category averaged an estimated 389,300 in 1977 while agriculture, although an important part of Florida's economic picture, employed on the average only 77,800 persons during the year.[1] Of course, agricultural employment in Florida fluctuates considerably from season to season.

[1]Florida Annual Planning Information 1979, May 1978, Department of Labor and Employment Security, Office of Research and Analysis.

TABLE 7

FLORIDA
TOTAL EMPLOYMENT BY MAJOR INDUSTRY DIVISION
AND PERCENT FEMALE, 1950 - 1970

Industry Division	1970		1960		1950		Percent Change in Total Employment 1950-1970	Net Change in Percent Female 1950-1970
	Total Employment	Percent Female	Total Employment	Percent Female	Total Employment	Percent Female		
Total, All Industries	2,426,268	39.7	1,719,591	34.9	1,009,055	31.4	+140.4	+ 8.3
Agriculture, Forestry and Fisheries	110,994	23.7	116,400	20.4	133,860	19.1	- 17.1	+ 4.6
Mining	9,155	6.5	7,723	3.9	5,299	3.3	+ 72.8	+ 3.2
Construction	206,265	6.0	157,184	4.3	90,586	2.6	+127.7	+ 3.4
Manufacturing	341,836	31.0	224,842	23.6	110,281	20.9	+210.0	+ 10.1
Transportation, Communication and Public Utilities	186,715	24.0	121,574	18.8	80,036	15.2	+133.3	+ 8.8
Trade	571,051	41.5	375,509	37.8	238,483	35.3	+139.5	+ 6.2
Finance, Insurance and Real Estate	145,999	48.5	91,328	43.9	38,011	38.6	+284.1	+ 9.9
Services	718,786	59.4	443,767	57.8	244,439	56.1	+194.1	+ 3.3
Public Administration	135,467	27.5	89,761	24.2	51,960	22.2	+160.7	+ 5.3
Industry Not Reported	-	-	91,503	37.0	16,100	34.9	-	-

Note: 1970 data includes persons age 16 years and older; 1960 and 1950 data include 14 and 15 year olds.
Source: U.S. Census of Population, 1970, 1960 and 1950.

From 1950 to 1970, total employment in Florida increased by 140.4 percent and gains were posted in every major industry division except one, agriculture, forestry and fisheries. Four of the divisions experienced greater percentage growth than that for all industries combined: finance, insurance and real estate; manufacturing; services; and public administration.

In 1950 females comprised 31.4 percent of all employment in Florida; by 1970 that figure had risen to 39.7 percent. Women increased their share in each of the major industry dividions over the same period. There were three divisions which posted greater-than-average gains in percent of females employed: manufacturing; finance, insurance and real estate; and transportation, communications and public utilities. Looking more closely, female participation increased throughout manufacturing; however, manufacturing of apparel and other fabricated textile products (in 1970, eight out of ten employees were women) made up only 3.7 percent of all manufacturing employment in 1950 but 7.2 percent in 1970. In the finance, insurance and real estate division, we can see that the greatest inroads by females occurred in the banking and insurance fields:

Percent Female Employment

	1950	1970
Banking	53.2	65.2
Security, Commodity Brokerage, and Investment Companies	26.7	28.9
Insurance	34.2	45.8
Real Estate	35.5	38.6

The smallest gains, in terms of percent female within industry divisions, occurred in mining, services and contract construction.

In 1970, the greatest number of women were employed in the services industries, especially as private household workers, in educational services (teachers and clerical occupations) and in hospitals (nurses, clerical and service occupations). Following the services industries in terms of the number of women employed were trade and manufacturing. More than one-fourth of all female employees in retail trade were employed in eating and drinking places.

Those industries in 1970 with the highest percentage of women to total employment were apparel and other fabricated textile product manufacturing (82.5 percent), hospitals (78.2 percent), other personal services (75.9 percent), other health services (71.4 percent), general merchandise stores (66.6 percent) and government and private educational services (65.5 and 67.0 percent, respectively). Those industry divisions with the least female participation, both in terms with the number of workers and percent female, were mining (6.5 percent) and construction (6.0 percent). Furthermore, in those two segments, female participation was for the most part confined to clerical occupations.

TABLE 8

FLORIDA
INDUSTRY OF EMPLOYED PERSONS BY SEX
AND PERCENT FEMALE, 1970

Industry	Total	Women	Percent Female
TOTAL EMPLOYED	2,426,268	963,145	39.7
Agriculture, Forestry and Fisheries	110,994	26,338	23.7
Mining	9,155	593	6.5
Construction	206,265	12,442	6.0
Manufacturing	341,836	105,938	31.0
Durable Goods	185,045	41,828	22.6
Furniture, Lumber and Wood Prod.	21,365	3,686	17.3
Stone, Clay and Glass Products	13,900	2,000	14.4
Primary Metal Industries	5,090	551	10.8
Fabricated Metal Products	18,504	3,423	18.5
Machinery, Except Electrical	20,014	4,085	20.4
Electrical Machinery	37,005	13,924	37.6
Motor Vehicles	2,738	513	18.7
Aircraft and Parts	13,397	1,775	13.2
Other Transportation Equipment	16,177	1,960	12.1
Ordnance	14,711	2,306	15.7
Other Durable Goods	22,144	7,605	34.3
Nondurable Goods	156,791	64,110	40.9
Food and Kindred Products	36,428	11,653	32.0
Textile Mill Products	3,968	2,094	52.8
Apparel and Other Fabricated Textile Products	24,560	20,267	82.5
Paper and Allied Products	17,189	2,844	16.5
Printing and Publishing	28,073	10,173	36.2
Chemicals and Allied Products	17,859	3,399	19.0
Rubber and Miscellaneous Plastic Products	4,686	1,806	38.5
Other Nondurable Goods	24,028	11,874	49.4
Transportation and Public Utilities	186,715	45,868	24.0
Railroads and Railway Express	12,615	1,038	8.2
Trucking and Warehousing	26,234	3,229	12.3
Other Transportation	59,805	13,715	22.9
Communications	43,437	21,133	48.6
Utilities and Sanitary Services	44,624	6,753	15.1

(continued)

TABLE 8

FLORIDA
INDUSTRY OF EMPLOYED PERSONS BY SEX
AND PERCENT FEMALE, 1970
(continued)

Industry	Total	Women	Percent Female
Trade	571,051	236,806	41.5
Wholesale	109,035	27,090	24.9
Retail	462,016	209,716	45.4
General Merchandise	73,461	48,939	66.6
Food Stores	69,310	26,037	37.6
Auto dealers and Service Stations	67,904	8,227	12.1
Eating and Drinking Places	88,532	53,082	60.0
Other Retail Trade	162,809	73,431	45.1
Finance, Insurance and Real Estate	145,999	53,082	60.0
Insurance	43,458	19,917	45.8
Finance and Real Estate	102,541	50,899	49.6
Services	718,786	427,062	59.4
Business Services	46,630	16,229	34.8
Repair Services	46,467	7,314	15.7
Hotels and Lodging Places	55,559	29,368	52.9
Other Personal Services	129,339	98,184	75.9
Entertainment and Recreation Serv.	31,486	9,753	31.0
Hospitals	78,041	61,019	78.2
Other Health Services	52,786	37,701	71.4
Government Educational Services	140,753	92,228	65.5
Private Educational Services	39,573	26,523	67.0
Nonprofit Organizations	31,673	15,482	48.9
Other Professional Services	66,479	33,261	50.0
Public Administration	135,467	37,282	27.5

Source: U.S. Census of Population, 1970

EMPLOYMENT BY OCCUPATION

The difference between Florida and the nation in terms of the percent of total employment in the manufacturing industries is also reflected in the occupational distribution. Data collected from the Current Population Survey in 1977 reveals the only significant difference between Florida and the nation in the major occupational groups is in the operatives, except transport category, which includes many manufacturing-related occupations such as assembler, drill press operator, lathe operator and so on. Only seven percent of Florida's employment fell into this category as compared to 11.4 percent nationwide. As was the case for the United States as a whole, clerical occupations comprised the largest single category in Florida; the category with the least number of workers was also the same in both cases--farm workers.

Table 9

OCCUPATIONAL DISTRIBUTION OF EMPLOYMENT BY SEX
UNITED STATES AND FLORIDA, 1977 ANNUAL AVERAGES
(Percent Distribution)

OCCUPATION	UNITED STATES			FLORIDA		
	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Professional, technical and kindred workers.....	15.1	14.6	15.9	14.0	13.6	14.6
Managers and Administrators, nonfarm.....	10.7	13.9	5.9	12.1	15.6	7.3
Sales workers.....	6.3	6.0	6.8	7.6	7.7	7.5
Clerical workers.....	17.8	6.3	34.7	18.6	6.0	36.1
Crafters and kindred workers.....	13.1	20.9	1.6	12.6	20.7	1.3
Operatives, except transport.....	11.4	11.6	11.2	7.0	6.6	7.6
Transport equipment operatives.....	3.8	6.0	*	3.9	6.0	*
Nonfarm laborers.....	5.0	7.6	1.2	6.2	9.8	1.3
Service workers.....	13.7	8.8	20.9	15.6	11.0	22.1
Farm workers.....	3.0	4.2	1.3	2.4	3.0	1.4

* Less than 1.0 percent of total employment

NOTE: Individual items may not add to totals because of rounding

Source: 1977 CPS Annual Average Estimates

In Florida, as in the nation, there is a great difference in the occupational distribution of the sexes. Not surprisingly, the largest number of females were employed in clerical occupations (more than one-third of all women workers), followed by service workers (22.1 percent) and professional, technical and kindred workers (14.6 percent). Less than one percent of all women worked as transport equipment operatives, such as truck drivers, and only slightly more worked as nonfarm laborers (1.3 percent) or crafters and kindred workers (also 1.3 percent).

Even though a very small percentage of women were employed as crafters or kindred workers, this category accounted for more than one of every five working males in Florida during 1977. Following, in descending order, were managers and administrators, nonfarm (15.6 percent), professional, technical and kindred occupations (13.6 percent) and service workers (11.0 percent); at the other end of the scale were the farming occupations (3.0 percent), transportation equipment operatives (6.0 percent) and clerical occupations (6.6 percent). Sales workers made up about equal shares of the total male and female employment figures, 7.7 and 7.5 percent, respectively.

The 1970 Census can give us a more detailed breakout of these major occupational groups which allows us to further examine female employment by occupation in Florida. For example, according to the Census figures, two out of every three women employed in clerical jobs fell into one of six occupations: secretaries (28.0 percent of all clerical workers and nearly ten percent of all female workers), bookkeepers, cashiers, typists, telephone operators, and office machine operators.

Nearly half of all female professional, technical and kindred workers were teachers; on the other hand, only 16.1 percent of the males employed in professional and technical occupations were teachers. Registered nurses comprised 18 percent of the females in this group.

Within the operatives group, sewers and stitchers made up the largest segment, followed by laundry and dry cleaning operators, assemblers, and packers and wrappers. Among the female service workers, there were twice as many food service workers as in any other segment. Following, in order, were health service workers, personal service workers (the largest single group was hairdressers and cosmetologists) and cleaning service workers. Among the female sales workers, 64.1 percent were employed as retail sales clerks.

Occupational distribution varies greatly among females of different races and minority groups in Florida. Among white women, clerical workers comprised nearly 40 percent of the employed. Less than half this amount, 15.6 percent, were employed as service workers (excluding private household); professional, technical and kindred occupations employed another 15.4 percent. For black females, an even 30 percent were employed in service occupations (except in private households) and another 26.5 percent were employed as private household workers (less than two percent of white females were employed as domestics).

Operatives comprised the largest single occupational group among the Spanish American females due to the number of manufacturing establishments in the Miami area, especially for the manufacture of apparel and other textile products. The second largest segment among the Spanish American women was clerical (28.9 percent), followed by service workers (14.2 percent).

Data collected from the Current Population Survey in 1977 shows that, percentagewise, more women are working in clerical occupations than in 1970 (from 34.1 percent to 36.1 percent), but the biggest change occurred in the nonfarm managerial and administrative occupations (from 4.4 percent to 7.3 percent). The largest downward shift in percent distribution was in service occupations (down two percentage points) and in operatives (down from 9.5 percent to 7.6 percent).

Perhaps a better indicator of changes in female employment by occupation is the net change in the percentage that women comprise of the total employment within an occupation. As was mentioned in the previous section, the percentage of total employment comprised of females rose from 31.4 percent in 1950 to 39.7 percent in 1970, a gain of 8.3 percentage points. However, only <u>one</u> major occupational group posted a gain over this period equal to or greater than the average for all occupations--clerical and kindred workers, which rose from 63.7 percent to 75.7 percent. Add to this the fact that total employment in the clerical category showed the greatest percentage gains over the same period and it is easier to understand the dramatic gains in labor force participation by women during the last three decades. In one major occupational group, the percentage of females actually declined from 1950 to 1970; 42.6 percent of all professional, technical and kindred workers in 1950 were women; in 1970, the figure was 41.1 percent. In two occupational groups with traditionally low female participation, crafters and managers and administrators, gains were 2.7 percentage points and 1.2 percentage points, respectively.

TABLE 10

FLORIDA
TOTAL EMPLOYMENT BY MAJOR OCCUPATIONAL GROUP
AND PERCENT FEMALE, 1950 - 1970

Occupational Group	1970		1960		1950		Percent Change in Total Employment 1950-1970	Net Change in Percent Female 1950-1970
	Total Employment	Percent Female	Total Employment	Percent Female	Total Employment	Percent Female		
Total, All Occupations	2,426,268	39.7	1,719,591	34.9	1,009,055	31.4	+140.4	+ 8.3
Professional, Technical and Kindred Workers	335,348	41.1	176,510	39.4	81,381	42.6	+312.1	- 1.5
Managers and Administrators, nonfarm	228,885	18.4	191,612	16.8	116,259	17.2	+ 96.9	+ 1.2
Sales Workers	211,178	37.7	138,709	34.9	103,345	34.1	+104.3	+ 3.6
Clerical and Kindred Workers	433,576	75.7	223,490	70.6	79,757	63.7	+443.7	+ 12.0
Crafters and Kindred Workers	351,384	5.0	231,867	2.6	132,331	2.3	+165.5	+ 2.7
Operatives	298,702	32.6	214,151	26.3	134,274	26.5	+122.5	+ 6.1
Nonfarm Laborers	127,398	6.8	99,069	3.3	97,798	3.1	+ 30.3	+ 3.7
Service Workers, except Private Household	303,719	57.5	170,964	55.3	81,540	50.0	+272.5	+ 7.5
Private Household Workers	59,205	96.5	77,499	96.4	52,334	94.7	+ 13.1	+ 1.8
Farm Managers	16,415	10.8	22,349	8.5	40,042	5.6	- 58.9	+ 5.2
Farm Workers	60,415	30.2	66,410	26.8	75,776	29.2	- 20.3	+ 1.0
Occupation not reported	--	--	--	35.9	14,228	33.4	--	--

Note: 1970 data includes persons age 16 years and older; 1960 and 1950 data also include 14 and 15 year olds.
Source: U.S. Census of Population, 1970, 1960 and 1950.

UNEMPLOYMENT: NATIONAL TRENDS

As labor force participation rates for females have risen since 1950, so have female unemployment rates. Figure 5 shows not only how the unemployment rate for women has increased from 1950 to 1977 but also how the gap between males and females has widened over the same period.

Looking at national unemployment rates for 1977 by age, we can see that the rates were highest for both males and females in the middle teens (16-17 years) and were also very high in the 18-24 cohort group. In these age groups, female unemployment rates were only slightly higher than those for males.

TABLE 11

UNITED STATES
UNEMPLOYMENT RATES BY SEX
ANNUAL AVERAGE 1977

Age	Total	Male	Female	Ratio of Female Rate to Male Rate
Total, 16 years and over	7.0	6.2	8.2	1.32
16 and 17 years	19.9	19.5	20.4	1.05
18 and 19 years	16.2	15.6	16.8	1.08
20 to 24 years	10.9	10.7	11.2	1.05
25 to 34 years	6.4	5.6	7.7	1.38
35 to 44 years	4.4	3.5	5.8	1.66
45 to 54 years	4.0	3.2	5.1	1.59
55 to 64 years	3.9	3.5	4.5	1.29
65 years and over	5.1	5.2	4.7	0.90

Source: Employment and Training Report of the President, 1978.

Unemployment rates among women in the "middle years" were considerably higher than those for men. The table above shows that, in the 35-44 cohort, unemployment rates for women were two-thirds higher than for males and more than half again as high in the 45 to 54 age group.

TABLE 12

UNITED STATES
PERCENT DISTRIBUTION OF UNEMPLOYED PERSONS
16 YEARS AND OVER, BY REASON FOR UNEMPLOYMENT
ANNUAL AVERAGE 1977

	Total	Both Sexes, 16-19 Years	Male 20 Years and Over	Female, 20 Years and Over	White	Black and Other
Total Number (thousands)	6,855	1,642	2,727	2,486	5,373	1,482
Percent	100.0	100.0	100.0	100.0	100.0	100.0
Lost last job	45.2	19.2	65.2	40.7	46.4	40.9
Left last job	13.0	9.4	11.9	16.5	14.1	8.8
Reentered labor force	28.1	28.7	19.3	37.3	27.0	32.2
Never worked before	13.7	42.8	3.6	5.5	12.5	18.1

Source: Employment and Training Report of the President, 1978.

The percent distribution of the unemployed by reason for unemployment reveals that women were more than twice as likely to be reentrants to the labor force as men and were also more likely to be entering the labor force for the first time or to have left their previous jobs.

With regards to marital status, female unemployment rates in 1977 were higher than male unemployment rates in only one category--married, spouse present. In this category, however, the rates for women were considerably higher. Unemployment rates for widowed, divorced and separated women were slightly lower than for their male counterparts in 1977, as was the case with single men and women.

TABLE 13
UNITED STATES
EMPLOYMENT RATES BY SEX AND MARITAL STATUS:
ANNUAL AVERAGES, 1957-1977[1]
(Persons 14 years and over for 1957-1966, 16 years and over for 1966 forward)

Year	Both sexes	Male				Female			
		Total	Single	Married, wife Present	Widowed, divorced, separated	Total	Single	Married, husband present	Widowed, divorced, separated
1957	4.3	4.1	9.2	2.8	6.8	4.7	5.6	4.3	4.7
1958	6.8	6.8	13.3	5.1	11.2	6.8	7.4	6.5	6.7
1959	5.5	5.3	11.6	3.6	8.6	5.9	7.1	5.2	6.2
1960	5.6	5.4	11.7	3.7	8.4	5.9	7.5	5.2	5.9
1961	6.7	6.5	13.1	4.6	10.3	7.2	8.7	6.4	7.4
1962	5.6	5.3	11.2	3.6	9.9	6.2	7.9	5.4	6.4
1963	5.7	5.3	12.4	3.4	9.6	6.5	8.9	5.4	6.7
1964	5.2	4.7	11.5	2.8	8.9	6.2	8.7	5.1	6.4
1965	4.6	4.0	10.1	2.4	7.2	5.5	8.2	4.5	5.4
1966	3.9	3.3	8.6	1.9	5.6	4.9	7.8	3.7	4.7
1966[2]	3.8	3.2	8.6	1.9	5.5	4.9	7.9	3.7	4.7
1967	3.8	3.1	8.3	1.8	4.9	5.2	7.5	4.5	4.6
1968	3.6	2.9	8.0	1.6	4.2	4.8	7.6	3.9	4.2
1969	3.5	2.8	8.0	1.5	4.0	4.7	7.3	3.9	4.0
1970	4.9	4.4	11.2	2.6	6.4	5.9	9.0	4.9	5.2
1971	5.9	5.3	13.2	3.2	7.4	6.9	10.5	5.7	6.3
1972	5.6	4.9	12.4	2.8	7.0	6.6	10.1	5.4	6.1
1973	4.9	4.1	10.4	2.3	5.4	6.0	9.4	4.6	5.8
1974	5.6	4.8	11.8	2.7	6.2	6.7	10.5	5.3	6.3
1975	8.5	7.9	16.1	5.1	11.0	9.3	13.0	7.9	8.9
1976	7.7	7.0	15.0	4.2	9.8	8.6	12.1	7.1	8.7
1977	7.0	6.2	13.4	3.6	8.3	8.2	12.1	6.5	7.8

[1]Comparable annual averages are not available prior to 1957; data for one month of each year beginning 1947 are shown in Table

[2]Data revised to refer to persons 16 years and over in accordance with the changes in age limit and concepts introduced in 1967.

Source: Employment and Training Report of the President, 1978.

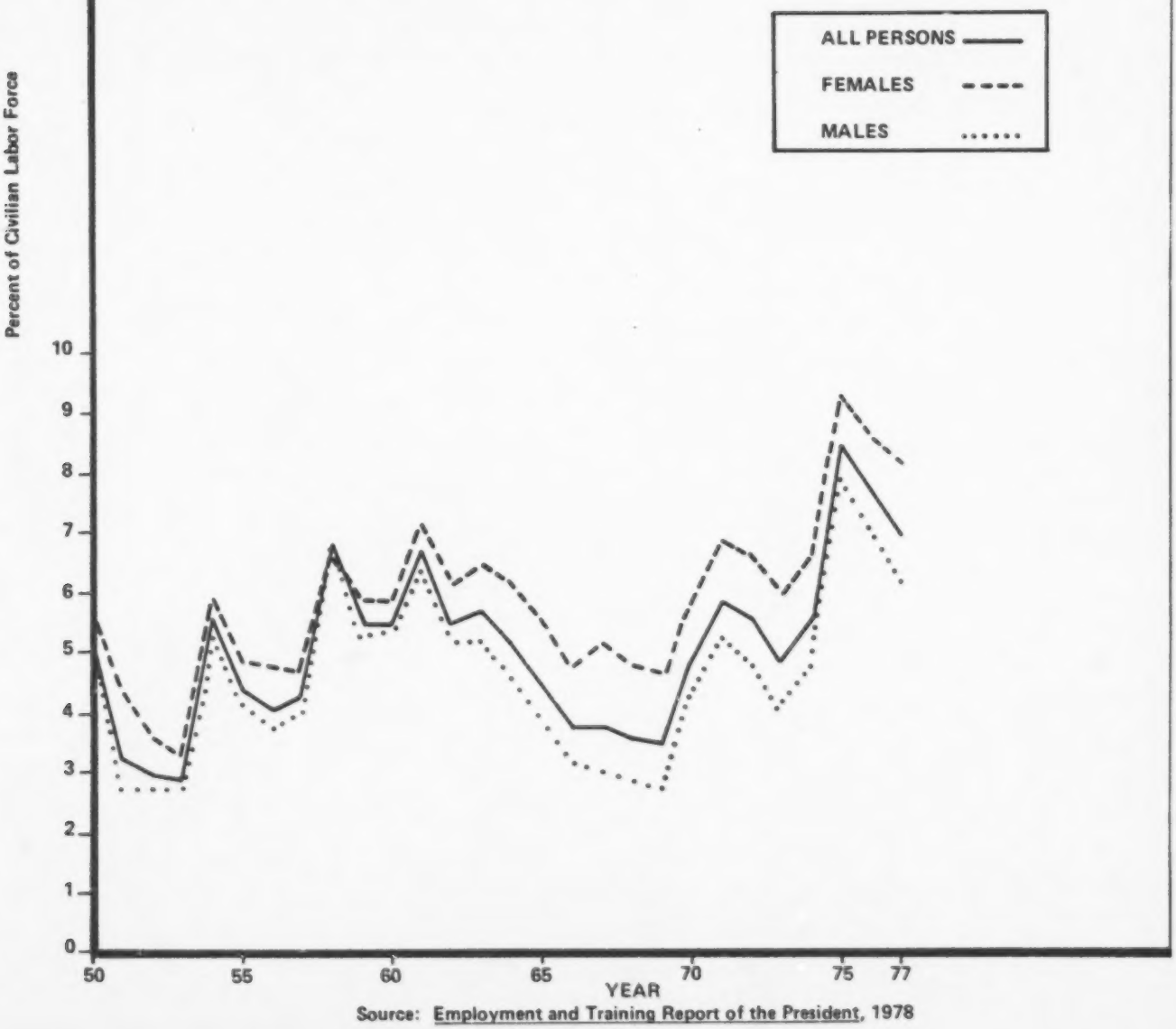
Figure 5

UNITED STATES

UNEMPLOYMENT RATES OF PERSONS

16 YEARS AND OVER, BY SEX

ANNUAL AVERAGES, 1950 – 77



Source: Employment and Training Report of the President, 1978

It becomes clear that, as more and more women, especially those who are married, enter or reenter the labor force following childbirth and/or childrearing, the competition for the available jobs becomes more intense and it is these same women who are least likely to find or keep a job. For the most part, women in this category have less training and work experience than other workers and often the job skills possessed are outmoded as well. In addition, as the result of sex discrimination, cultural factors and other reasons, women are still primarily employed in "traditionally female" occupations, such as secretary, nurse, elementary school teacher, and are often limited in their choice of jobs.

The "traditional" role of the husband as primary wage earner also often leads to moving to another community for job advancement or due to transfer. The net result of these and other factors is that women reentering the labor force or entering for the first time generally have less job tenure than other workers and are often the "last hired and first fired."

Unemployment rates for nonwhite women nationally more closely resemble those for nonwhite men than for white women, although since 1963 the female-to-male gap appears to follow the same pattern for nonwhites as whites.

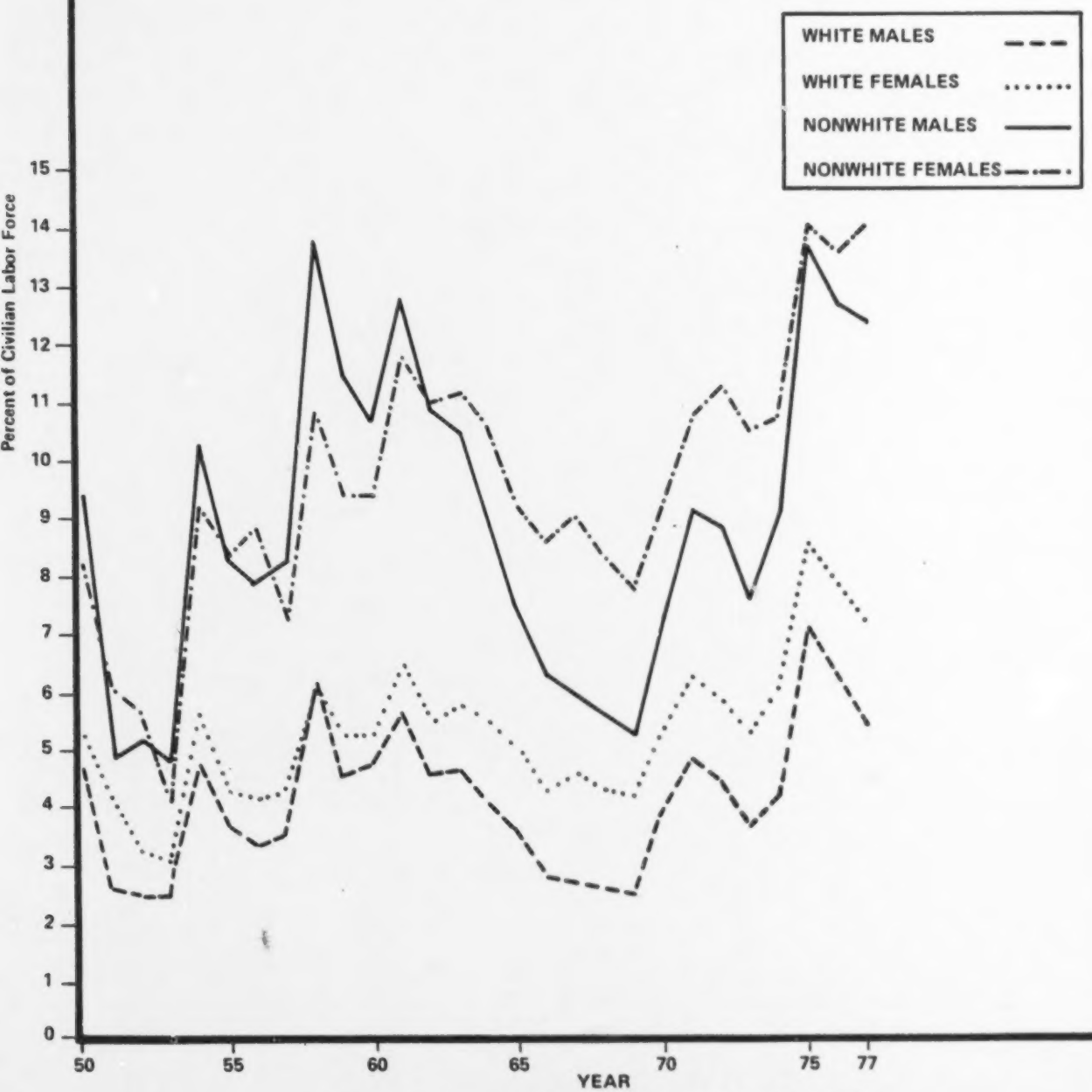
Figure 6

UNITED STATES

UNEMPLOYMENT RATES OF PERSONS

16 YEARS AND OVER, BY RACE AND SEX

ANNUAL AVERAGES, 1950 – 77



Source: Employment and Training Report of the President, 1978

UNEMPLOYMENT IN FLORIDA

Florida was hard hit by the recession of 1974-75 and the annual average unemployment rate exceeded the national rate from 1974 to 1977, reaching a high in 1975 of 10.7 percent. For two years, 1975 and 1976, annual average data collected from the Current Population Survey shows a higher unemployment rate for males than females. This was largely due to the fact that the contract construction industry, with mostly male workers, was one of the industries most severely affected by the recession.

TABLE 14

FLORIDA
UNEMPLOYMENT BY RACE AND SEX
ANNUAL AVERAGES, 1974-1977
(Numbers in thousands)

	1974		1975		1976		1977	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Total	208	6.2	370	10.7	314	9.0	289	8.2
Males	105	5.4	218	10.7	183	9.1	146	7.2
Females	103	7.5	153	10.6	131	8.9	144	9.6
White	160	5.8	264	9.3	217	7.7	206	7.2
Males	81	4.9	160	9.4	134	8.1	107	6.4
Females	78	7.0	104	9.1	83	7.1	99	8.3
Nonwhite	48	8.7	106	17.0	97	14.9	83	13.0
Males	24	8.1	58	17.1	49	14.2	39	11.4
Females	24	9.5	49	16.8	47	15.6	44	14.7

Note: Items may not add to totals because of rounding
Source: Current Population Survey, 1974-1977.

Females comprised 36.9 percent of the unemployed in 1960 and 48.7 percent in 1970 (1960 data includes 14 and 15 year olds). By 1977, however, the female portion of the unemployed had risen only one-tenth of a percentage point to 49.8 percent (having fallen to 41.4 percent in 1975).

In 1977, nonwhites comprised 28.7 percent of the total unemployed with nonwhite females making up 53 percent, and 30.6 percent of total female unemployment. The unemployment rate for nonwhite females in 1977 was 14.7 percent compared to 8.3 percent for white females. For Hispanic women, the unemployment rate was 10.2 percent.

One of the best sources of information on the characteristics of the unemployed is the active file of the Florida State Employment Service. However, it should be pointed out that the Employment Service tends to serve certain segments of the population more than others, especially the nonwhite, the young and the economically disadvantaged. In addition, not all FSES applicants are unemployed--some are employed part-time and are seeking full-time jobs and others simply may be looking for another job.

TABLE 15

CHARACTERISTICS OF THE ACTIVE FILE FROM ESARS TABLE 93
FOR PERIOD ENDING 12/31/76

STATEWIDE

TYPE AC	CHARACTERISTICS OF APPLICANTS	TOTAL	FEMALE	ECONOMICALLY DISADVANTAGED	HANDICAPPED	MINORITY GROUP			WELFARE	VETERAN			ELIG CLAIMANT	SEASONAL FARMWORKER	AGE	
						TOTAL	BLACK NOT HISPANIC	HISPANIC		TOTAL	VIETNAM ERA	SPECIAL VET			UNDER 22	45 OR OLDER
93010	AGE	158315	80476	44352	8290	64293	52652	10289	30703	27456	8570	2565	42685	1424	31049	37754
93015	15 AND UNDER	203	87	77	2	101	91	8	60	3	0	0	11	1	203	0
93017	16-17	3756	1829	2003	42	1815	1605	194	1557	13	4	3	86	31	3756	0
93018	18-19	12681	7018	3646	130	6611	5858	664	2104	371	27	7	1029	134	13681	0
93020	20-21	13409	6768	3309	231	6041	5369	573	1798	1253	269	32	2502	130	13409	0
93025	22-24	19341	9168	4713	466	8182	7185	648	2832	3488	1871	148	4814	157	0	0
93030	25-29	25201	12033	7340	1077	10751	9338	1203	5190	4983	2624	703	6717	237	0	0
93035	30-34	18934	9436	6717	1022	7527	6602	1144	5351	3685	1701	725	5043	196	0	0
93037	35-39	14240	8034	5253	807	6149	4796	1209	4264	2309	721	298	4170	127	0	0
93040	40-44	11696	6425	3835	763	5053	3736	1194	3048	2274	639	285	3664	122	0	0
93045	45-54	20084	10832	5015	1737	7500	5303	1587	3575	4773	1601	307	6765	211	0	20084
93050	55-64	14231	7179	1568	1546	3717	2534	1064	868	3773	1104	45	5781	66	0	14231
93055	65 AND OVER	3439	1145	276	467	446	235	201	56	531	91	41	2106	10	0	3439
93060	SEX	158315	80476	44352	8290	64293	52652	10289	30703	27456	8570	2565	42685	1424	31049	37754
93065	MALE	77839	0	10828	5232	25612	19836	4985	2981	26117	8194	2520	22279	837	15347	18598
93070	FEMALE	80476	80476	33524	3058	38681	32816	5304	27722	1339	376	45	20406	587	15702	19156
93075	HIGHEST SCHOOL GRADE	158315	80476	44352	8290	64293	52652	10289	30703	27456	8570	2565	42685	1424	31049	37754
93080	0-7	12872	6894	5286	662	8677	5529	2813	3968	544	37	13	2652	393	615	6736
93085	8-11	52265	28452	21291	2226	25853	22492	2999	16187	4687	870	220	9888	690	14597	11141
93090	12	63829	32903	13776	3324	22335	19055	2850	8651	13629	4657	1265	19473	293	13411	13210
93095	OVER 12	29349	12227	3999	2078	7428	5576	1587	1857	8596	2006	1067	10672	48	2426	6667
93100	RESIDENCE	158315	80476	44352	8290	64293	52652	10289	30703	27456	8570	2565	42685	1424	31049	37754
93105	URBAN	124907	64941	35444	6774	53718	43652	8691	25499	21407	6615	1966	35477	574	23698	30022
93110	RURAL	33408	15535	8908	1516	10575	8960	1358	5204	5989	1955	599	7208	850	7351	7732
93115	RACE/ETHNIC	158315	80476	44352	8290	64293	52652	10289	30703	27456	8570	2565	42685	1424	31049	37754
93120	WHITE (NOT HISPANIC)	93331	41543	15828	6132	0	0	0	8808	21933	6573	2054	29795	281	16378	25857
93125	BLACK (NOT HISPANIC)	52652	32816	25406	1864	52652	52652	0	19785	4790	1762	436	9062	909	12923	8072
93130	HISPANIC	10289	5304	2639	252	10289	0	10289	1816	579	185	56	3345	215	1439	3252
93135	AM IND & ALASKAN NAT	173	73	55	8	173	0	0	24	31	12	5	22	3	38	20
93140	ASIAN & PACIFIC ISL.	1179	488	283	28	1179	0	0	204	95	32	10	253	10	168	319
93145	INA	691	252	141	6	0	0	0	66	28	6	2	208	6	102	194

TABLE 15 (continued)

CHARACTERISTICS OF THE ACTIVE FILE FROM ESARS TABLE S3
FOR PERIOD ENDING 12/31/78

STATEWIDE - CONTINUED

ITEM NO	CHARACTERISTICS OF APPLICANTS	TOTAL	FEMALE	ECONOMICALLY DISADVANTAGED	HANDICAPPED	MINORITY GROUP			WELFARE	VETERAN			ELIG CLAIMANT	SEASONAL FARMWORKER	AGE	
						TOTAL	BLACK NOT HISPANIC	HISPANIC		TOTAL	VIETNAM ERA	SPECIAL VET			UNDER 22	45 OR OLDER
93150	ELIGIBLE CLAIMANT	42685	20400	5854	2855	12082	9062	3345	2747	9072	2745	867	42685	348	3628	14652
93155	STATE	36873	18186	4757	2479	10724	7523	2971	2170	6693	1634	536	36873	270	3032	12990
93160	VETERAN	27456	1339	3113	3916	5495	4790	579	548	27456	8570	2565	9072	184	1640	9077
93165	RECENTLY SEPARATED	10145	704	1233	1064	2758	2431	264	185	10145	4855	1436	3427	49	1383	634
93170	VIETNAM ERA	8570	376	960	1161	1991	1762	185	116	8570	8570	2565	2745	45	803	714
93175	SPECIAL VETERAN	2565	45	298	523	506	436	58	45	2565	2565	2565	867	18	42	356
93180	DISABLED	2804	92	308	2603	470	413	43	42	2804	901	416	780	11	63	1292
93185	HANDICAPPED	8290	3058	2612	8290	2152	1864	252	1669	3916	1161	523	2855	69	495	3750
93190	ECON DISADVANTAGED	44352	33524	44352	2612	28383	25406	2635	30600	3113	960	298	5854	770	9235	7256
93195	FOOD STAMP WORK REG	38228	15344	6562	768	17651	13448	3806	1478	2442	624	200	4358	417	8404	10238
93200	WELFARE	30703	27722	30600	1669	21629	19785	1810	30703	548	116	45	2797	270	5519	4496
93205	WIN	29645	27173	29542	1630	21342	19379	1801	29645	436	91	41	2636	261	5263	4283
93210	CETA	3891	2029	1903	168	2405	2129	250	812	647	184	55	1001	40	1111	433
93215	SEASONAL FARMWORKER	1424	587	770	69	1137	909	215	278	184	45	18	348	1424	256	287
93220	MIGRANT FARMWORKER	449	127	245	18	340	213	120	55	72	18	7	85	449	82	81
93225	MIG FOOD PROC WORKER	3	0	0	0	1	1	0	0	1	0	0	1	0	1	1

As of December 31, 1978, 50.8 percent of the registered applicants in the active file were female, 28.0 percent were economically disadvantaged, and 40.6 percent were members of a minority group. The female applicants tended to be slightly older than the males; 54.1 percent were over 30 as compared to 50.2 percent. Blacks made up 25.5 percent of the male applicants, yet four out of every ten female applicants were black. This partly can be explained by the fact that, unless exempt by law, all A.F.D.C. (Aid to Families with Dependent Children) recipients must register with the Employment Service as part of the Work Incentive (WIN) Program which is aimed at getting welfare recipients back into the labor force. Almost all WIN participants are female and the majority are black.

Although approximately 40 percent of both males and females registered with the Employment Service had completed 12 years of school, a greater percentage of females possessed less than a high school education (44.0 percent versus 38.7 percent) and fewer had continued past high school (15.2 percent versus 22.0 percent). Not surprisingly, only 1.7 percent of the female applicants were veterans as opposed to one-third of all male applicants.

In terms of the occupational distribution, of all fully-registered applicants at FSES offices during FY 1977, more than one-third of all females were coded in the clerical category and 29.0 percent in the "other services" group, which includes all service occupations except private household workers. Among male applicants, structural occupations (such as carpenter, bricklayer and the like) were the most frequently listed (22.5 percent) followed by professional, technical and managerial occupations (19.1 percent). Less than one percent of all female applicants were coded in structural occupations; the same holds true for the machine trades (such as automobile mechanic) and motor freight occupations.

Another source of information on the unemployed is the ES-203, a five-percent sample of claimants for Unemployment Compensation benefits. As was the case with Employment Service data, the ES-203 sample does not give us a truly representative sample of the unemployed. Due to the requirements of the Unemployment Compensation Law, claimants tend to have a stronger labor force attachment than FSES applicants and are almost always job losers; in addition, they are more likely to be male and white.

Females comprised 45.1 percent of the 1977 annual average ES-203 sample and of these, nearly nine out of ten were white. The nonwhite females tended to be younger; 53.1 percent were 34 years of age or younger compared to 36.6 percent for white females.

The occupational distribution of UC claimants is very similar to that of the ES applicants in most respects. For males, structural work occupations made up the largest group with 28.2 percent, followed by professional, technical and managerial occupations at 16.4 percent; for females, clerical and sales occupations (combined in the ES-203) were again first, with 38.3 percent, followed by service occupations (17.7 percent). Nonwhite females were nearly twice as likely to have worked in a service job than in a clerical job, while white females were nearly three times as likely to be in clerical jobs than service.

TABLE 16

FLORIDA STATE EMPLOYMENT SERVICE
OCCUPATIONAL DISTRIBUTION OF ACTIVE APPLICANTS, BY SEX
OCTOBER 1976 - SEPTEMBER 1977

Occupational Group	Both Sexes		Male		Female	
	Total	Percent	Total	Percent	Total	Percent
Total[1]	64,881	100.0	31,002	100.0	33,879	100.0
Professional, technical and managerial	9,157	14.2	5,897	19.1	3,260	9.7
Clerical	14,645	22.6	2,584	8.4	12,061	35.6
Sales	4,206	6.5	1,861	6.0	2,345	7.0
Domestic	2,707	4.2	160	0.6	2,547	7.6
Other service	13,614	21.0	3,786	12.3	9,828	29.0
Farming, fishing and forestry	2,063	3.2	1,470	4.8	593	1.8
Processing	790	1.3	371	1.2	419	1.3
Machine trades	2,571	4.0	2,274	7.4	297	0.9
Benchwork	2,293	3.6	761	2.5	1,532	4.6
Structural	7,137	11.0	6,953	22.5	184	0.6
Motor freight	3,283	5.1	3,083	10.0	200	0.6
Material Handling	2,016	3.1	1,502	4.9	514	1.6
Miscellaneous	399	0.7	300	1.0	99	0.3

Note: Percentages may not total 100.0 due to rounding

[1]Does not include those applicants coded as entry-level or those with invalid occupational codes.

Source: Employment Security Automated Reporting System (ESARS)

In the processing and bench work occupational groups, female claimants made up 60.9 percent and 72.4 percent, respectively. Both of these occupational categories are most likely to be found in manufacturing industries. The ES-203 sample also affords us a distribution of claimants by the major industry division in which they were most recently employed. Somewhat surprisingly, manufacturing claimants are evenly divided among men and women, indicating that males filing for claims from this industry were likely to have been employed in occupations other than processing or bench work, such as truck drivers, material handlers or managerial jobs. Of all female claimants in the sample, 78.3 percent were employed in one of three industry groupings--services and miscellaneous, manufacturing and mining, or retail trade. Among males, the construction industry led the list with nearly one-fourth of all claimants.

TABLE 17

VERTICAL PERCENTAGE DISTRIBUTION OF UNEMPLOYMENT COMPENSATION CLAIMANTS BY SEX AND RACE GROUPS - 1977 ANNUAL AVERAGE
SOURCE: ES-203 SAMPLE

	RACE								
	ALL RACES			WHITE			BLACK AND OTHER		
	SEX			SEX			SEX		
	BOTH SEXES	MALE	FEMALE	BOTH SEXES	MALE	FEMALE	BOTH SEXES	MALE	FEMALE
AGE GROUP									
ALL CLAIMANTS	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
UNDER 25	14.7	14.2	15.2	14.2	13.7	14.7	18.1	17.6	18.7
25 TO 34	24.0	24.5	23.5	22.7	23.4	21.9	33.0	31.8	34.4
35 TO 44	18.2	17.7	18.7	17.6	17.1	18.3	21.6	22.2	20.9
45 TO 54	18.7	17.6	20.0	19.0	17.8	20.6	16.2	16.4	16.0
55 TO 64	17.3	17.4	17.1	18.5	18.7	18.3	8.9	9.1	8.7
65 AND OVER	6.9	8.1	5.3	7.6	8.9	5.9	2.1	2.9	1.1
OCCUPATIONAL GROUP									
ALL OCCUPATIONS	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
PROFESSIONAL, TECHNICAL & MANAGERIAL	15.1	16.4	13.5	16.1	17.8	14.0	8.1	6.7	9.9
CLERICAL AND SALES	25.3	14.7	38.3	27.2	15.9	40.9	12.3	6.2	19.9
SERVICE	14.2	11.3	17.7	12.5	10.7	14.8	25.7	15.6	38.2
FARMING, FISHING, & FORESTRY	1.4	2.0	.7	1.1	1.5	.6	3.9	5.5	1.8
PROCESSING	5.3	3.8	7.2	4.9	3.5	6.7	7.8	6.0	10.2
MACHINE TRADES	5.0	7.3	2.3	5.2	7.7	2.2	3.7	4.3	3.0
BENCH WORK	7.7	3.9	12.3	7.9	4.0	12.7	5.8	3.1	9.1
STRUCTURAL WORK	16.3	28.2	1.9	16.0	27.8	1.8	18.2	30.9	2.4
MISCELLANEOUS	9.7	12.5	6.2	9.0	11.1	6.4	14.5	21.7	5.5
INDUSTRY DIVISION									
ALL INDUSTRIES	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
AGRICULTURE, FORESTRY, AND FISHING	2.7	2.4	2.9	2.3	1.9	2.8	5.0	6.0	3.8
CONSTRUCTION	14.5	24.4	2.6	14.6	24.3	2.8	14.5	25.2	1.2
MANUFACTURING AND MINING	23.2	20.7	26.4	23.3	20.9	26.3	22.7	19.4	26.7
TRANSPORTATION, COMMUNICATION, & UTILITIES	4.7	6.3	2.8	4.5	6.0	2.8	6.1	8.5	3.0
WHOLESALE TRADE	4.8	4.1	5.6	4.9	4.1	5.8	4.2	3.9	4.5
RETAIL TRADE	19.1	16.3	22.5	19.8	16.8	23.5	14.0	13.2	15.0
FINANCE, INSURANCE, & REAL ESTATE	4.4	3.1	6.0	4.7	3.4	6.4	2.2	1.6	3.0
SERVICES AND MISCELLANEOUS	24.4	20.3	29.4	24.0	20.7	28.1	27.0	17.8	38.5
PUBLIC ADMINISTRATION	2.1	2.4	1.8	1.8	2.1	1.5	4.3	4.3	4.4
LOCAL AREA									
STATEWIDE	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

TABLE 17 (continued)

VERTICAL PERCENTAGE DISTRIBUTION OF UNEMPLOYMENT COMPENSATION CLAIMANTS BY SEX AND RACE GROUPS - 1977 ANNUAL AVERAGE
SOURCE: ES-203 SAMPLE - CONTINUED

	RACE								
	ALL RACES			WHITE			BLACK AND OTHER		
	SEX			SEX			SEX		
	BOTH SEXES	MALE	FEMALE	BOTH SEXES	MALE	FEMALE	BOTH SEXES	MALE	FEMALE
LOCAL AREA									
PENSACOLA SMSA	2.3	2.4	2.2	2.2	2.1	2.3	3.1	3.9	2.1
PANAMA CITY SMSA	1.4	1.4	1.3	1.3	1.4	1.2	1.6	1.2	2.1
TALLAHASSEE SMSA	1.7	1.6	1.8	1.0	1.2	.9	6.3	4.8	8.2
GAINESVILLE SMSA	1.3	1.4	1.1	1.1	1.2	.9	2.5	2.7	2.2
JACKSONVILLE SMSA	4.2	4.9	3.3	3.4	4.0	2.7	9.3	10.8	7.3
DAYTONA BEACH SMSA	2.8	3.1	2.3	2.8	3.2	2.3	2.5	2.6	2.5
MELBOURNE-TITUSVILLE -COCOA SMSA	3.3	3.3	3.4	3.3	3.3	3.3	3.5	3.2	3.9
ORLANDO SMSA	5.6	6.1	4.9	5.6	6.1	5.0	5.3	6.0	4.5
LAKELAND-WINTER HAVEN SMSA	4.8	3.5	6.2	4.9	3.7	6.4	3.8	2.7	5.3
TAMPA-ST PETERSBURG SMSA	15.8	17.0	14.4	16.4	17.5	15.1	12.0	13.9	9.6
BRADENTON SMSA	2.0	2.0	1.9	1.9	2.0	1.8	2.2	1.7	2.9
SARASOTA SMSA	2.1	2.1	2.0	2.3	2.4	2.3	.4	.6	.2
FT MYERS SMSA	2.5	2.5	2.4	2.6	2.7	2.5	1.4	1.3	1.5
WEST PALM BEACH-BOCA RATON SMSA	5.9	5.8	6.1	6.0	5.9	6.1	5.6	5.6	5.6
FT LAUDERDALE- HOLLYWOOD SMSA	11.6	11.5	11.8	12.2	12.3	12.1	7.8	6.1	9.9
MIAMI SMSA	20.1	18.4	22.2	20.1	18.1	22.5	20.2	20.4	19.9
WEEKS OF CURRENT UNEMPLOYMENT									
2 OR LESS	18.1	18.4	17.7	18.2	18.7	17.7	17.0	16.1	18.2
3 TO 4	12.5	13.3	11.5	12.4	13.1	11.6	12.7	14.3	10.7
5 TO 14	44.0	43.3	45.0	43.8	43.2	44.6	45.7	44.0	47.8
15 AND OVER	25.4	25.1	25.7	25.5	25.0	26.1	24.6	25.5	23.3
LIABLE STATE									
FLORIDA	80.6	79.8	81.6	78.4	77.4	79.5	95.9	95.9	96.0
OTHER STATE	19.4	20.2	18.4	21.6	22.6	20.5	4.1	4.1	4.0

TABLE 18

HORIZONTAL PERCENTAGE DISTRIBUTION OF UNEMPLOYMENT COMPENSATION CLAIMANTS BY SEX AND RACE GROUPS - 1977 ANNUAL AVERAGE
SOURCE: ES-203 SAMPLE

	RACE								
	ALL RACES			WHITE			BLACK AND OTHER		
	SEX			SEX			SEX		
	BOTH SEXES	MALE	FEMALE	BOTH SEXES	MALE	FEMALE	BOTH SEXES	MALE	FEMALE
AGE GROUP									
ALL CLAIMANTS	100.0	54.9	45.1	87.2	47.8	39.5	12.8	7.1	5.7
UNDER 25	100.0	53.2	46.8	84.3	44.7	39.6	15.7	8.5	7.2
25 TO 34	100.0	55.9	44.1	82.5	46.5	36.0	17.5	9.4	8.1
35 TO 44	100.0	53.6	46.4	84.8	45.0	39.9	15.2	8.6	6.5
45 TO 54	100.0	51.7	48.3	88.9	45.5	43.5	11.1	6.2	4.9
55 TO 64	100.0	55.3	44.7	93.4	51.6	41.8	6.6	3.7	2.9
65 AND OVER	100.0	65.0	35.0	96.2	62.0	34.1	3.8	3.0	.9
OCCUPATIONAL GROUP									
ALL OCCUPATIONS	100.0	54.9	45.1	87.2	47.8	39.5	12.8	7.1	5.7
PROFESSIONAL, TECHNICAL & MANAGERIAL	100.0	59.5	40.5	93.1	56.4	36.7	6.9	3.1	3.7
CLERICAL AND SALES	100.0	31.8	68.2	93.8	30.0	63.7	6.2	1.7	4.5
SERVICE	100.0	43.7	56.3	76.9	35.9	41.0	23.1	7.8	15.3
FARMING, FISHING, & FORESTRY	100.0	77.8	22.2	65.8	50.7	15.1	34.2	27.1	7.0
PROCESSING	100.0	39.1	60.9	81.1	31.1	50.0	18.9	8.0	10.9
MACHINE TRADES	100.0	79.7	20.3	90.6	73.6	17.0	9.4	6.1	3.3
BENCH WORK	100.0	27.6	72.4	90.4	24.7	65.6	9.6	2.9	6.8
STRUCTURAL WORK	100.0	94.8	5.2	85.7	81.4	4.3	14.3	13.4	.8
MISCELLANEOUS	100.0	70.8	29.2	80.9	55.0	26.0	19.1	15.9	3.2
INDUSTRY DIVISION									
ALL INDUSTRIES	100.0	54.9	45.1	87.2	47.8	39.5	12.8	7.1	5.7
AGRICULTURE, FORESTRY, AND FISHING	100.0	50.2	49.8	76.0	34.2	41.8	24.0	16.0	8.0
CONSTRUCTION	100.0	91.9	8.1	87.3	79.7	7.6	12.7	12.3	.5
MANUFACTURING AND MINING	100.0	48.8	51.2	87.5	42.9	44.7	12.5	5.9	6.5
TRANSPORTATION, COMMUNICATION, & UTILITIES	100.0	73.1	26.9	83.6	60.3	23.3	16.4	12.8	3.6
WHOLESALE TRADE	100.0	46.6	53.4	88.8	40.8	48.0	11.2	5.9	5.3
RETAIL TRADE	100.0	46.8	53.2	90.6	42.0	48.7	9.4	4.9	4.5
FINANCE, INSURANCE, & REAL ESTATE	100.0	39.0	61.0	93.7	36.5	57.2	6.3	2.5	3.8
SERVICES AND MISCELLANEOUS	100.0	45.6	54.4	85.9	40.5	45.4	14.1	5.2	8.9
PUBLIC ADMINISTRATION	100.0	61.7	38.3	74.2	47.5	26.7	25.8	14.2	11.6
LOCAL AREA									
STATEWIDE	100.0	54.9	45.1	87.2	47.8	39.5	12.8	7.1	5.7

TALBE 18 (continued)

HORIZONTAL PERCENTAGE DISTRIBUTION OF UNEMPLOYMENT COMPENSATION CLAIMANTS BY SEX AND RACE GROUPS - 1977 ANNUAL AVERAGE
SOURCE: ES-203 SAMPLE - CONTINUED

	RACE								
	ALL RACES			WHITE			BLACK AND OTHER		
	SEX			SEX			SEX		
	BOTH SEXES	MALE	FEMALE	BOTH SEXES	MALE	FEMALE	BOTH SEXES	MALE	FEMALE
LOCAL AREA									
PENSACOLA SMSA	100.0	56.0	44.0	82.9	44.2	38.7	17.1	11.9	5.3
PANAMA CITY SMSA	100.0	56.1	43.9	85.2	49.8	35.4	14.8	6.3	8.5
TALLAHASSEE SMSA	100.0	52.5	47.5	53.1	32.7	20.4	46.9	19.8	27.1
GAINESVILLE SMSA	100.0	61.8	38.2	74.7	46.6	28.1	25.3	15.3	10.0
JACKSONVILLE SMSA	100.0	64.5	35.5	71.6	46.0	25.5	28.4	18.4	10.0
DAYTONA BEACH SMSA	100.0	62.4	37.6	88.3	55.8	32.5	11.7	6.6	5.1
MELBOURNE-TITUSVILLE -COCOA SMSA	100.0	54.3	45.7	86.5	47.5	39.0	13.5	6.8	6.7
ORLANDO SMSA	100.0	59.9	40.1	87.8	52.3	35.5	12.2	7.7	4.6
LAKELAND-WINTER HAVEN SMSA	100.0	40.9	59.1	89.8	36.9	52.8	10.2	3.9	6.3
TAMPA-ST PETERSBURG SMSA	100.0	59.0	41.0	90.3	52.8	37.6	9.7	6.2	3.4
BRADENTON SMSA	100.0	55.6	44.4	85.5	49.4	36.2	14.5	6.2	8.3
SARASOTA SMSA	100.0	56.3	43.7	97.6	54.4	43.2	2.4	1.9	.5
FT MYERS SMSA	100.0	56.1	43.9	92.8	52.4	40.5	7.2	3.7	3.5
WEST PALM BEACH-BOCA RATON SMSA	100.0	53.8	46.2	87.9	47.1	40.9	12.1	6.7	5.4
FT LAUDERDALE- HOLLYWOOD SMSA	100.0	54.2	45.8	91.4	50.5	40.9	8.6	3.7	4.8
MIAMI SMSA	100.0	50.2	49.8	87.2	43.0	44.2	12.8	7.2	5.6
WEEKS OF CURRENT UNEMPLOYMENT									
2 OR LESS	100.0	55.7	44.3	88.0	49.4	38.6	12.0	6.3	5.7
3 TO 4	100.0	58.4	41.6	87.0	50.2	36.8	13.0	8.1	4.9
5 TO 14	100.0	53.9	46.1	86.8	46.8	40.0	13.2	7.1	6.2
15 AND OVER	100.0	54.2	45.8	87.7	47.1	40.6	12.3	7.1	5.2
LIABLE STATE									
FLORIDA	100.0	54.3	45.7	84.8	45.9	38.9	15.2	8.4	6.8
OTHER STATE	100.0	57.1	42.9	97.3	55.6	41.7	2.7	1.5	1.2

THE EARNINGS GAP

National figures[1] indicate that, in 1977, earnings of all female workers (50 to 52 weeks, 35 hours or more per week) averaged 61 percent of earnings of men; median annual earnings were $8,600 for women, compared to $14,000 for men. In 1957 the median income of full-time, year-round female wage and salary workers was $2,827, or 63 percent of the $4,466 median income of men. Not only does the male-female earnings differential exist, it may very well be widening, especially considering the decrease in the value of the dollar during that 20-year span.

Certain factors must be taken into account when discussing the male-female earnings gap. Women are concentrated in a few traditionally low-paying occupations--especially clerical, service and retail sales jobs--with low prestige and limited upward mobility. Women also generally work fewer hours than their male counterparts and receive less overtime pay.[2]

1977 national Current Population Survey figures show that 54.3 percent of all voluntary part-time workers were adult women, 26.6 percent were teenagers of both sexes, and only 19.1 percent were adult males: furthermore, "one out of every five employed adult women worked part-time by choice: the average part-timer was married with school-age children and worked nearly 20 hours per week, holding a clerical or sales position."[3] The women employed part-time who were surveyed had a significantly lower median hourly wage than women in full-time jobs.

However, no one denies that a significant earnings gap does exist and the reasons for it are many and varied. It is very difficult to make an accurate appraisal of the differences in pay scales between men and women due to the lack of detailed information available. Ideally, one should compare the earnings of men and women having similar training, education and experience and working at the same job within the same industry; however, this data is simply not available. In Florida, data on the earnings gap is, for the most part, restricted to 1969 earnings reported in the 1970 Census and the wage rates at which applicants to the Florida State Employment Service were placed. Unfortunately, the three accompanying tables do not distinguish between full-time and part-time workers.

Nevertheless, we can still get an idea of the relative differences between men and women's earnings by occupation and industry in Florida. Earnings of year-round female workers in 1969 were 56.1 percent of male earnings; the largest difference was in the sales occupations--women's earnings were 42.0 percent of their male counterparts' pay. Women tend to be concentrated in retail sales clerk occupations while men comprise most of the lucrative wholesale sales workers and are also more likely to be working in high commission and traveling sales jobs. Excluding private

[1] Employment in Prospective: Working Women, U.S. Department of Labor, Bureau of Labor Statistics, Report No. 5471.

[2] Ibid.

[3] "A Profile of Women on Part-time Schedules," Carol Leon and Robert W. Bednarzik, Monthly Labor Review, October 1978.

TABLE 19

FLORIDA
MEDIAN EARNINGS OF THE EXPERIENCED
CIVILIAN LABOR FORCE IN 1969
BY OCCUPATIONAL GROUP

Occupational Group	Median Earnings (in dollars)			
	Male		Female	
	All Earners	Earners Worked 50-52 wks.	All Earners	Earners Worked 50-52 wks.
Professional, technical and kindred workers	9,881	11,188	6,068	6,585
Managers and Administrators, nonfarm	9,827	10,395	5,105	5,603
Clerical and kindred workers	6,664	7,531	3,886	4,700
Sales workers	7,709	8,804	2,614	3,698
Crafters and kindred workers	7,139	7,743	3,893	4,937
Operatives, except transport	5,407	6,294	3,031	3,748
Transport equipment operatives	5,400	6,021	2,441	4,006
Laborers, nonfarm	3,583	4,829	2,490	3,423
Farmers and farm managers	5,081	5,847	2,639	3,234
Farm laborers and farm foremen	2,962	3,971	1,166	2,367
Service workers, except private household	4,261	5,488	2,323	3,250
Private household workers	2,258	3,341	1,296	1,741
Total, experienced civilian labor force	6,625	7,688	3,262	4,312

Source: U.S. Census of Population 1970, Tables 175 and 176.

household workers, the occupation with the next largest difference was managers and administrators, nonfarm. The occupational group with the smallest differential was laborers, nonfarm--female earnings were 70.9 percent of men's earnings; next was transport equipment operatives, followed by crafters and kindred workers.

By major industry division, the industries with the smallest earnings gaps were mining, construction and public administration. Construction, incidentally, is the only major industry division where females averaged more weeks worked than males. The reason is that two out of three women working in construction were employed in clerical occupations and were most likely year-round office workers, less often affected by seasonal and cyclical slumps in building activity. The biggest male-female earnings gap was in personal services (41.4 percent), followed by agriculture, forestry and fisheries and manufacturing.

Applicants placed by Florida State Employment Service offices during Fiscal Year 1977 totaled 133,902, of which 52,128, or 38.9 percent, were female. The average wage for male applicants was $3.02, compared to $2.58 for females; for females in a minority group, the average wage was $2.55 and for those women who were considered to be economically disadvantaged, $2.53.

TABLE 20

FLORIDA
MEDIAN EARNINGS IN 1969 BY SEX AND
MAJOR INDUSTRY DIVISION

Industry	Male		Female	
	Median Earnings (Dollars)	Percent Worked 50-52 Weeks	Median Earnings (Dollars)	Percent Worked 50-52 Weeks
TOTAL	6,625	68.9	3,213	48.8
Agriculture, Forestry and Fisheries	3,538	55.0	1,593	29.1
Mining	6,721	78.1	4,882	62.0
Construction	6,498	59.9	4,291	61.0
Manufacturing	7,367	75.5	3,448	52.7
Transportation & Public Utilities	7,626	75.7	4,475	59.7
Wholesale Trade	7,074	76.4	3,501	54.0
Retail Trade	5,531	65.3	2,592	47.1
Finance, Insurance and Real Estate	8,536	76.5	4,189	63.6
Business and Repair Services	6,332	70.6	3,347	50.6
Personal Services	4,492	60.7	1,860	43.5
Entertainment and Recreation Services	4,751	52.7	2,684	42.3
Professional and Related Services	7,466	63.2	3,857	42.9
Public Administration	7,932	85.2	4,981	70.8

Source: U.S. Census of Population 1970, Tables 175 and 176

TABLE 21

FLORIDA STATE EMPLOYMENT SERVICE APPLICANTS PLACED
BY WAGE RATE, OCTOBER 1976 - SEPTEMBER 1977

Wage Rate	Total Applicants Placed	Male	Female		
			Total	Minority	Econ. Disad.
TOTAL	133,902	81,774	52,128	20,262	13,658
Percent[1]	100.0	100.0	100.0	100.0	100.0
Under $2.10	5.5	3.0	9.4	7.5	7.3
$2.10 - $2.29	4.5	3.6	5.9	9.0	6.4
$2.30 - $2.49	32.1	26.3	41.3	49.5	50.9
$2.50 - $2.99	29.3	29.3	29.2	29.6	25.7
$3.00 - $3.49	19.1	22.2	14.2	12.5	10.7
$3.50 - $3.99	8.1	10.6	4.0	3.3	3.1
$4.00 - $4.49	5.3	7.3	2.3	1.9	2.0
$4.50 - $4.99	2.3	3.1	0.9	0.8	1.0
$5.00 and over	4.7	6.7	1.4	1.3	0.9
Other[2]	4.9	5.3	4.2	3.6	4.2
Average	$2.85	$3.02	$2.58	$2.55	$2.53

[1]Percentages will add to more than 100.0 because individuals may be placed in more than one job during the year.

[2]Includes all openings without equivalent hourly wage rates

Source: Employment Security Automated Reporting System (ESARS)

EDUCATION

National data collected in the March 1977 Current Population Survey (CPS) shows a definite correlation between years of school completed and labor market activity. As the following table indicates, labor force participation rates for women (as with men) generally rise as the amount of formal schooling increases. On the other hand, unemployment rates tend to decline with increased education. Women with eight years of school or less experienced lower jobless rates than high school dropouts; however, this can be attributed to the fact that these women are generally older and have a stronger labor force attachment.

TABLE 22

UNITED STATES
EMPLOYMENT STATUS OF WOMEN
BY EDUCATION ATTAINMENT

Years of School Completed	Total, 16 years and over	Labor Force					Not in labor force
		Total		Employed	Unemployed		
		Number	Percent of Population		Number	Percent of labor force	
TOTAL	82,059	39,374	48.0	36,034	3,340	8.5	42,685
Elementary: Less than 8 years[1]	6,878	1,437	20.9	1,276	161	11.2	5,441
8 years	6,353	1,629	25.6	1,445	184	11.3	4,724
High school: 1 to 3 years	16,592	6,682	40.3	5,728	954	14.3	9,910
4 years	32,032	17,547	54.8	16,186	1,362	7.8	14,484
College: 1 to 3 years	11,521	6,415	56.7	5,977	438	6.8	5,106
4 years or more	8,683	5,664	65.2	5,424	240	4.2	3,019
Median school years completed	12.3	12.6	----	12.6	12.3	----	12.1

[1] Includes persons reporting no school years completed

Source: Educational Attainment of Workers, March 1977, U.S. Department of Labor, Bureau of Labor Statistics, Special Labor Force Report 209.

For those persons in the labor force, the median school years completed was the same for women as it was for men (12.6 years). Three out of every four women had completed high school and 14.4 percent were college graduates; for males, a smaller percentage were high school graduates (71.1 percent) but nearly 19 percent had completed four years of college.

Median school years completed was slightly higher for women than men among the unemployed (12.3 versus 12.1 percent) and significantly higher among those not in the labor force (12.1 as compared to 10.7 for men). Nationwide, nearly two and one-half times as many women than men were not working or seeking work during this period.

According to these same national survey results, for both sexes the average level of education for blacks in the labor force was lower than for whites, and even lower for persons of Hispanic origin. However, 1970 Census data for Florida showed Hispanic females 14 years and older having a higher median educational level than black women although lower than for whites. In "Hispanics in the U.S. Work Force" (Monthly Labor Review, December 1978), Morris J. Newman explains that persons of Cuban origin generally have higher levels of educational attainment than most other Hispanics and, on the whole, have more successfully integrated into the American economic mainstream. Of course, the vast majority of Floridians of Hispanic origin are of Cuban descent.

Considering the identical median schooling figures for both sexes, the considerable differences in occupational mix between men and women is somewhat puzzling. However when we look at the output of Florida's vocational schools and state universities, one reason for the differences is readily apparent.

TABLE 23

FLORIDA
ENROLLMENTS IN VOCATIONAL PROGRAMS
BY PROGRAM AREA AND SEX
JULY 1, 1976 - JUNE 30, 1977

Program Area	Total	Males		Females		
	Number	Number	Percent	Number	Percent	Percent of Both Sexes
Total, All Programs	962,985	458,885	100.0	504,100	100.0	52.3
Job Preparatory Programs						
Agricultural Business	64,444	45,348	9.9	19,096	3.8	29.6
Business (Office Occupations)	199,215	54,149	11.8	145,066	28.8	72.8
Distributive	65,338	29,497	6.4	35,841	7.1	54.9
Home Economics	134,489	36,992	8.1	97,497	19.3	72.5
Health Occupations	51,647	14,253	3.1	37,394	7.4	72.4
Industrial Arts	117,915	94,543	20.6	23,372	4.6	19.8
Industrial Occupations	132,550	110,478	24.1	22,072	4.4	16.7
Public Service	28,266	22,455	4.9	5,811	1.2	20.6
Consumer and Homemaking	116,834	20,504	4.5	96,330	19.1	82.5
Other						
Diversified Cooperative Training	10,316	5,812	1.3	4,504	0.9	43.7
Employability Skills	5.332	3.163	0.7	2,169	0.4	40.7
Job Entry	4,272	2,515	0.5	1,757	0.3	41.1
Special Courses	17,980	9,620	2.1	8,360	1.7	46.5
Work Experience	14,837	9,556	2.1	4,831	1.0	33.6

NOTE: Percentages may not add to 100.0 due to rounding.
Source: Florida Department of Education, Division of Vocational Education

While more than half of all persons enrolled in vocational education programs in Florida during the 1976-1977 academic year were female, female participation in individual programs varied considerably. More than two-thirds of all females in vocational programs were enrolled in three program areas: business (primarily office occupations such as secretary, keypunch operator, stenographer, etc.), home economics for gainful employment (child care, institutional home management and related occupations) and consumer and homemaking (non-job preparatory). Less than ten percent of all females were enrolled in the two industrial categories, yet these two programs were the ones with the highest male enrollment. More than 70 percent of all students enrolled in the health occupations program area were female, yet in the public service programs (primarily law enforcement related), only 20.6 percent were female.

Of the nearly 28,000 degrees awarded by the nine state-run universities in Florida during this same period, 45.4 percent went to women; yet, as was the case with vocational education, the distribution by academic field of study of degrees granted to women differs markedly from that of men. More than three out of every ten bachelor's degrees awarded to women during 1976-1977 academic year were in the field of education, with the next largest areas being business and management (11.4 percent) and the health professions (9.1 percent). Among males receiving bachelor's degrees, nearly three of every ten majored in business and management, followed by 12.7 percent in the social sciences and 9.7 percent in education. In the high-paying engineering field, only 6.4 percent of the bachelor's degrees went to females. Of the 724 professional degrees awarded in medicine, dentistry and law, nearly 80 percent went to male students.

TABLE 24

ACADEMIC DEGREES AWARDED BY COLLEGES
IN THE STATE UNIVERSITY SYSTEM OF FLORIDA
JULY 1976 - JUNE 1977

Field of Study	Men		Women	
	Bachelors	Advanced Degrees	Bachelors	Advanced Degrees
Agriculture & Natural Resources	233	108	114	16
Architecture & Environmental Design	256	132	102	22
Area Studies	22	12	12	4
Biological Sciences	533	133	253	42
Business & Management	3,191	557	1,061	89
Communications	532	28	385	29
Computer & Information Sciences	159	6	66	1
Education	1,085	1,085	2,965	1,922
Engineering	962	297	66	21
Fine and Applied Arts	323	107	507	86
Foreign Languages	43	9	88	29
Health Professions	276	51	848	119
Home Economics	5	9	270	57
Letters	389	99	390	133
Library Science	13	47	36	171
Mathetmatics	101	54	73	19
Physical Sciences	409	143	83	14
Psychology	448	98	503	99
Public Affairs & Services	620	157	545	147
Social Sciences	1,425	261	819	176
Other	212	33	144	5
Professional Degrees		567		157

Source: Florida Department of Education

LONG-TERM OUTLOOK

The long-term occupational outlook for Florida was produced by the Occupational Employment Statistics (OES) Program of the Office of Research and Analysis. These 1974-1985 projections were based on a linear trend of historical nonagricultural wage and salary data from 1960 through 1974. Certain assumptions were used in the projections to 1985: 1) no major event such as widespread or long-lasting energy shortages or war will significantly alter the industrial structure of the economy or alter the rate of economic growth; 2) current social, technological and scientific trends will continue; 3) the economy will gradually recover from the high unemployment levels of the mid 1970's and reach full employment (four percent unemployment nationally) by 1985.

The employment estimates and projections were derived using the "total employment" concept of "one person, one job." The estimates and projections were obtained by taking the nonagricultural wage and salary employment estimates and adjusting for multiple jobholders, employees on unpaid leave, the self-employed, and unpaid family workers. Also involved was the dispersion of government workers into their appropriate industry category. Only workers whose activities were unique to government remained in the public administration (government) industry sector. For example, employees of a government hospital are counted as working in the hospital industry (medical and other health services) rather than in government.

The following table gives the percent distribution of Florida employment by major industry group in 1974 (estimated) and 1985 (projected). Mining is excluded as it represents only about 0.3 percent of the total employment in both 1974 and 1985.

TABLE 25

FLORIDA
PERCENT DISTRIBUTION BY MAJOR INDUSTRY GROUP
1974 - 1985

	1974	1985
Agriculture, Forestry and Fisheries	3.1%	2.1%
Construction	10.8	8.7
Manufacturing	12.2	11.6
Transportation and Public Utilities	6.7	6.8
Trade	25.2	24.7
Finance, Insurance and Real Estate	6.6	7.1
Services	30.1	33.3
Government	5.0	5.4

Note: Percentages may not add to 100.0 because of rounding
Source: Florida Employment Directions, 1974-1985, Office of Research and Analysis, Division of Employment Security.

In terms of percent distribution the greatest changes are expected to occur in the service industries (a gain of 3.2 percentage points) and construction (a decline of 2.1 percentage points). In terms of percent change in employment over this eleven-year period, only one major industry division is expected to post a loss--agriculture, forestry and fisheries. The following table indicates net and percent changes from 1974 to 1985, ranked in descending order by number of job openings.

TABLE 26

FLORIDA
CHANGE IN EMPLOYMENT BY MAJOR INDUSTRY DIVISION
1974 - 1985

	Net Change	Percent Change
All Industries	1,319,500	41.6
Services	541,400	56.7
Trade	310,800	38.9
Manufacturing	131,100	33.8
Finance, Insurance and Real Estate	108,200	52.0
Transportation and Public Utilities	92,600	43.4
Government	85,200	54.2
Construction	49,700	14.6
Mining	2,000	19.6
Agriculture, Forestry and Fisheries	- 1,400	- 1.5

Note: Detail may not add to totals because of rounding.
Source: Florida Employment Directions: 1974-1985, Office of Research and Analysis, Division of Employment Security.

Together, the services and trade industries are projected to have nearly twice as many job openings as the remainder of the industry groups combined. More than half of the job openings in the service industries will be in two industrial categories: medical and other health services, and educational services, 75.5 percent and 65.7 percent female in 1970, respectively. Among the trade industries, the greatest number of openings are projected for eating and drinking places (60 percent female in 1970) and general merchandise stores (66.6 percent female). It appears that future job opportunities in industries with traditionally high female employment are excellent. However, it is when we examine the occupational projections that the picture sharpens.

Table 27 gives the net change and percent change by major occupational group from 1974 to 1985.

TABLE 27

FLORIDA
CHANGE IN EMPLOYMENT BY MAJOR OCCUPATIONAL GROUP
1974 - 1985

	Net Change	Percent Change
All Occupations	1,319,300	41.6
Clerical Workers	344,600	61.1
Service Workers	244,900	48.7
Professional, Technical and Kindred Workers	207,100	50.4
Crafters and Kindred Workers	155,600	32.8
Managers, Officials and Proprietors	151,900	39.5
Operatives	144,700	31.5
Sales Workers	91,800	36.6
Laborers, Nonfarm	46,800	24.3
Farmers and Farm Workers	- 18,100	-27.1

Note: Detail may not add to totals because of rounding.
Source: Florida Employment Directions: 1974-1985, Office of Research and Analysis, Division of Employment Security.

By 1985, one out of every five workers in Florida will be working in a clerical job, according to OES projections; clerical employment is projected to have the highest rate of growth and the greatest number of job openings of all the major occupational groups statewide from 1974 to 1985. The three occupational groups expected to show the greatest growth, both in total numbers and in percent change, clerical, service, and professional, technical and kindred workers; seven out of ten women working in Florida in 1977 worked in one of these three occupational categories.

On the following page are listed the 20 occupations projected to have the greatest number of job openings in Florida from 1974 to 1985. A glance at the first ten occupations reveals that all are occupations in which women comprise the majority of workers, and in several occupations, nearly all workers are female.

So, on one hand we have a real earnings gap between men and women which is in part due to the differences in occupational distribution--the concentration of women in the lower-paying, low prestige clerical and service jobs and their limited participation in certain blue-collar, managerial and high-paying professional and technical occupations.

Yet, on the other hand, projections show that the greatest opportunities for employment in the next five years are in the clerical and service occupations, many of which have been traditionally filled by women. It is essential that planners and women entering or reentering the labor force closely examine all of the factors involved before selecting an occupation for training or employment.

TABLE 28

TWENTY OCCUPATIONS PROJECTED TO HAVE THE GREATEST NUMBER OF JOB OPENINGS IN FLORIDA: 1974-1985

Rank	Occupation	Average Annual Job Openings	Percent of Openings Due To Replacement	Eleven-Year Growth Rate (Percent)
1	Secretaries, Other Than Legal and Medical	18,580	56	78
2	Bookkeepers	6,700	69	33*
3	Waiters, Waitresses	6,690	62	47
4	Cashiers	6,320	68	40*
5	Nurses Aides, Orderlies	5,770	46	112
6	Typists	4,980	61	65
7	Registered Nurses	4,050	54	78
8	Cooks, Except Private	4,000	49	61
9	Practical Nurses	3,890	46	137
10	Elementary School Teachers	3,780	68	33*
11	Janitors and Sextons	3,380	58	44
12	Real Estate Agents, Brokers	3,190	73	26*
13	Gardeners, Groundskeepers, Except Farm	3,100	64	31*
14	Receptionists	3,060	55	98
15	Carpenters and Apprentices	2,940	54	60
16	Sewers and Stichers	2,880	54	60
17	Child Care Workers, Except Private	2,180	57	74
18	Hairdressers, Cosmetologists	2,620	63	50
19	Guards	2,540	62	58
20	Accountants	2,530	50	51

* Growth rate below statewide average for all occupations (42%). These occupations are, therefore, of decreasing relative importance in the economy.

SOURCE: Florida Employment Directions: 1974-1985, Office of Research and Analysis, Division of Employment Security.